REGULATIONS
FOR THE RECRUITMENT PROCESS

§ 1 Obligations of the candidate within the recruitment process ("Process")

1. The candidate is required to act in accordance with the following principles:
(a) Reliability - providing true, complete and factually correct information;
(b) Integrity - refraining from plagiarising, falsifying or presenting someone else's work as your own;
(c) Acting in good faith - sincere and loyal participation in the Process, without attempting to manipulate the outcome;
(d) Fair play - refraining from trying to gain an unfair advantage over other candidates;
(e) Confidentiality - non-disclosure and non-use of tasks, materials or information received as part of the Process;
(f) Independence - performing all tasks independently without the unauthorised assistance of third parties or tools.

§ 2 Prohibition on the use of AI tools and external support systems

1. It is strictly prohibited for the Candidate to use any artificial intelligence (AI) tools, language models (LLM), coding support systems or other solution automation tools, including but not limited to:
- ChatGPT (OpenAI), GPT-4, GPT-3.5;
- Claude (Anthropic);
- Gemini (Google);
- GitHub Copilot (Microsoft);
- CodeWhisperer (Amazon);
- Tabnine, Phind, Perplexity AI, AlphaCode (DeepMind) and other similar tools.
2. The use of online translators (e.g. DeepL, Google Translate) is only permissible with the prior approval of QLOC S.A. and only in an auxiliary scope not related to the creation of technical solutions.
3. The use of official programming language documentation (e.g. https://docs.python.org/) is permitted only if QLOC S.A. explicitly permits Internet access.
4. Violation of this article will result in immediate exclusion from the Process, regardless of the stage.

§ 3 Verification and sanctions

1. QLOC S.A. reserves the right to verify the candidate's compliance with these Regulations using available technical, procedural or manual methods, including but not limited to:

- tools to detect AI-generated content or plagiarism;
- analysis of metadata, code patterns and candidate's behaviour;
- follow-up interviews or additional verification tests.
2. In the event of a reasonable suspicion of a breach of the Regulations, QLOC S.A. may:
(a) immediately exclude the candidate from the recruitment process;
(b) invalidate the submitted solutions;
(c) take note of the breach and ban participation in future recruitments.

§ 4 Candidate's representation
I hereby declare that I have read, fully understand and accept the contents of these Regulations. I undertake to observe them and I confirm that all solutions and materials provided during the recruitment process will be the result of my own work, carried out without the unauthorised support of external tools or third parties.