DATA PRIVACY STATEMENT FOR APPLICANTS

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This data privacy statement supplements our general Privacy Statement, in which we provide specific information explaining how we process your personal data during your visits on our website or in relation to subjects not directly related to your application. For further information please visit: Data privacy Statement.

I. NAME AND ADRESS OF DATA CONTROLLER

In terms of the General Data Protection Regulation (further referred to as "GDPR") and other national data protection laws of the EU member states and other data protection-related regulations, the data controller is::

EDAG Engineering Polska Sp. z o.o.
ul. Zygmunta Słomińskiego 4
00-204 Warsaw
Tel.: + 48 22 510 69 00,
E-mail: edag-pl[at]edag.com
Website: pl.edag.com
hereinafter referred to as "EDAG".

II. CONTACT TO THE PERSON RESPONSIBLE FOR PERSONAL DATA PROTECTION

Beata Borowczyk-Oleksińska - Chief Financial and Human Resources Officer / Vice President
EDAG Engineering Polska Sp. z o.o.
ul. Zygmunta Słomińskiego 4
00-204 Warszawa
Tel.: + 48 22 510 69 00
E-mail: rodo[at]edag.com
Strona www: pl.edag.com

III. THE DESCRIPTION AND SCOPE OF DATA PROCESSING

By filling in the recruitment form, clicking the „Apply" or „Apply now" button or in any other way submitting personal data to EDAG in order to establish cooperation, you agree that EDAG may process your personal data contained in your CV or recruitment application in order to conduct the recruitment for the position indicated in job advertisement.

We process your personal data specified in Labour Code or other specific laws (as required by the advertisement) based on the legal provisions and their providing is necessary to take part in the recruitment process. Other personal data (e.g. your image) are processed on the basis of your voluntary consent, given by you when sending us your recruitment application and their provision does not affect the possibility of taking part in recruitment process.

If you submit your application via the website, such data as you enter into the form, will be sent to us and saved. This data corresponds with the fields of the form. In addition, due to technical reasons, the user's IP address of the user and the date and time of the entry registration will also be saved at the time of sending the message.

By sending an e-mail, attaching your CV, filling in and completing the form either electronically or in the traditional form, you consent to the processing of your personal data to the extent that you have filled in.

Your personal data is processed until the recruitment is completed. This rule does not cover two situations:

1. If you provided us with personal data that is not related to any specific job advertisement, then your data will be processed until the end of the first full calendar half-year from the time you provide it to EDAG and deleted each time it expires, i.e. June 30th or December 31st respectively. For example, if you sent your CV on October 15th of a given year, your personal data will be processed until June 30th of the following year. If you sent your data on May 25th of a given year, your data will be processed until December 31st of the same year.
2. If, when applying for a specific position, you have given your separate consent for the processing of your personal data for possible future recruitments or re-recruitment for the same position, your personal data will be processed until the end of first full calendar half-year from the time you provide it to EDAG, and deleted each time it expires, i.e. June 30th or December 31st respectively. For example, if you sent your CV on October 15th of a given year, your personal data will be processed until June 30th of the following year. If you sent your data on May 25th of a given year, your data will be processed until December 31st of the same year.

In both situations described above, your consent for data processing may be withdrawn at any time, and you may also exercise your right to erasure of personal data.

IV. THE RECIPIENTS OF DATA

If you agree to join our candidate database so that we could offer you a suitable job, we may also forward your application documents to the Group's affiliated companies.

In addition, personal data may also be processed on our behalf on the basis of contracts in accordance with Art. 28 GDPR, in particular by providers of recruitment management and candidates' selection services.

Personal data is also transferred to public authorities and/or law enforcement agencies, insofar as it is necessary for aforementioned purposes and if provided for by the law or if it is necessary to protect our legitimate interests, in accordance with applicable law.

V. DATA TRANSMISSION TO THIRD COUNTRIES

The data is not transferred to countries outside the European Economic Area (EEA).

VI. RIGHTS OF DATA SUBJECT

If your personal data is subject to processing, you are a data subject withing the meaning of GDPR and have the following rights in relation to the data processor / Data Controller:

1. **Right to information**
   The data subject may request information about the data we process at any time.

2. **Right to rectification**
   If the data subject identifies inaccurate or incomplete data, they have the right to have the data corrected or completed.

3. **Right to restrict processing**
   The data subject has the right to request the restriction of processing.

4. **Right to erasure**
   The data subject has the right to request the erasure of their data at any time, unless the Data Controller is legally obliged or authorised to continue processing the data.

5. **Right to data portability**
   The data subject, on the basis of their consent or as a part of a contract, has the right to transfer the data, provided that this does not affect the rights and freedoms of other people.

6. **Right to object**
   The data subject has the right to object to the processing of their data for direct marketing or profiling purposes. The data subject may object to processing on the basis of an interests assessment, stating the reasons based on their particular situation.

7. **Right to withdraw declaration of consent to data processing**
   The data subject has the right to withdraw the declaration of consent for the processing of personal data at any time. The withdrawal of consent shall not affect the lawfulness of processing carried on the basis based on consent before its withdrawal.

8. **Right to lodge a complaint with a supervisory authority**
   The data subject has the right, without prejudice to any other administrative or judicial remedy, to lodge a complaint with a supervisory authority, in particular in the Member State of their habitual residence, place of work or place of the alleged infringement. The supervisory authority with which the complaint is lodged will inform the complainant on the status and consequences of the complaint including the possibility of a recourse under Art. 78 of the GDPR.

The entity authorised to hear complaints about EDAG's activities related to your personal data is:

Urząd Ochrony Danych Osobowych
ul. Stanisława Moniuszki 1A
00-014 Warszawa
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E-mail: kancelaria[at]uodo.gov.pl
Website: https://uodo.gov.pl/

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