

INFORMATION ON THE PROCESSING OF PERSONAL DATA OF APPLICANT FOR EMPLOYMENT

Pursuant to Article 13(1) and (2) of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC ("GDPR"), the Controller informs that:

- 1) MGGP S.A., with its registered office in Tarnów, address: ul. Kaczkowskiego 6, 33-100 Tarnów, entered into the National Court Register (KRS) by the District Court in Tarnów, 5th Commercial Division of the National Court Register, under the following KRS number: 0000042514 (hereinafter referred to as the "Employer" or "Controller"), is the Controller of your personal data. Contact with the Controller is possible by email: odo@mggp.com.pl, by phone: +48 (14) 626 38 90 or in any other way chosen by you, including orally or in writing to the Controller's address.
- 2) In accordance with the provisions of the Labour Code Act, the Controller, as an employer, is obliged to require you, as an applicant for employment, to provide your personal data including: a) forename(s) and surname, b) date of birth, c) contact details, d) education, e) professional qualifications, f) employment history. The Employer requires the provision of personal data specified in items d), e), f) when it is necessary to perform work of a specific type or in a specific position.
- 3) Your personal data shall be processed for the purposes of:
 - carrying out the recruitment process, on the basis of the right arising from Article 22¹(1) of the Labour Code - on the basis of Article 6(1)(c) of GDPR;
 - carrying out the recruitment process on the basis of your consent to process personal data other than those referred to in Article 22¹(1) of the Labour Code, i.e. data sent in your CV and application documents - on the basis of Article 6(1)(a) of GDPR;
 - pursuit of legitimate interests by the Controller in terms of data collected from you in the course of recruitment process in relation to the verification of your skills and abilities needed for employment in the position specified in the advertisement - on the basis of Article 6(1)(f) of GDPR;
 - pursuit of legitimate interests by the Controller, such as the legal need to establish facts, demonstrate compliance with obligations, defence against claims - on the basis of Article 6(1)(f) of GDPR;
 - carrying out future recruitment processes on the basis of your consent to the processing of personal data provided in your CV and application documents - on the basis of Article 6(1)(a) of GDPR.
- 4) Recipients of your personal data may be external entities providing services to the Data Controller, such as legal, audit, IT, postal or courier services, as well as entities to which the Controller makes personal data available, in accordance with applicable provisions of law, such as public institutions, including in particular the Tax Authority.
- 5) Your personal data shall be stored for one month after the end of recruitment process. If you give your consent to the processing of your personal data provided for the purposes of further recruitment processes, your personal data shall be processed for a period of 12 months. After the expiry of the processing period, your personal data shall be permanently erased or anonymised.
- 6) Your personal data shall not be transferred to third countries or international organisations.
- 7) You have the right of access to the content of your data and the right to rectification, erasure, restriction of processing and the right to data portability.
- 8) To the extent that the processing of your personal data is based on your consent, you have the right to withdraw your consent at any time without affecting the lawfulness of the processing that was carried out on the basis of your consent before its withdrawal.
- 9) You have the right to object to the processing of your personal data.
- 10) You have the right to lodge a complaint with the President of the Personal Data Protection Office, address: ul. Stawki 2, 00-193 Warsaw, +48 22 531 03 00, fax. +48 22 531 03 01, <https://uodo.gov.pl/pl/p/kontakt>; if you believe that the processing of your personal data violates the provisions of GDPR or other applicable provisions of law regarding the processing of personal data.
- 11) The provision of personal data that we may request from you on the basis of statutory requirements is mandatory. In other cases, the provision of personal data is voluntary.
- 12) Your personal data are not subject to automated decision-making, including profiling.