

INFORMATION ON PROCESSING OF PERSONAL DATA

Pursuant to Article 14 (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 (OJ EU.L.2016.119.1, as amended), hereinafter: the GDPR, we inform you that:

1. The Controller of the Job Applicant's personal data is 3Soft S.A. with its registered seat in Katowice, ul. Gawronów 6.
2. For all data protection issues, you can contact our Data Protection Officer at email address: iod@3soft.pl.
3. The Applicant's personal data will be processed for the purposes of recruitment, whereby the legal basis for the processing of personal data is primarily Article 6 (1) (c) in connection with Article 22¹ of the Labor Code, as well as Article 6 (1) (a) of the GDPR, i.e. consent to the processing of personal data contained in the CV or in other documents provided by the Applicant to the employer, which are not expressly required by labor law.
4. With regard to personal data processed on the basis of a consent, the Applicant has the right to withdraw their consent at any time without affecting the lawfulness of processing carried out on the basis of the consent before its withdrawal. Lack of consent will not be a basis for unfavorable treatment of the Applicant, nor will it result in any negative consequences.
5. Recipients of the data may be entities with which we cooperate at the stage of job advertisements, including information portals, intermediary platforms, entities providing us with ongoing IT support, including e-mail or IT system support, as well as entities authorized to access the data under the law.
6. The Controller may transfer Applicant's personal data to countries outside the European Economic Area due to the use of suppliers who store data on servers located outside the European Economic Area (e.g. Google LLC), in accordance with the decision of the European Commission, which has found an adequate level of data protection in this area. In other cases, Applicant's personal data may also be transferred to a third country solely on the basis of: binding corporate rules, standard contractual clauses, an approved code of conduct or an approved certification mechanism (Article 46 GDPR) or on the basis of Applicant's explicit consent to such transfer to a third country or an international organization (Article 49 (1) (a) GDPR).
7. Personal data will be stored for the duration of the recruitment process, and in the event of granting consent to the processing of personal data for future recruitment processes until the withdrawal of the consent, but for no longer than 12 months.
8. The data comes from the employment agency/from the person who recommended the employee for the job/from the social network based on the information posted on the Applicant's profile.
9. The Applicant's personal data include their first and last name, contact details, date of birth (age), education, professional qualifications, and previous employment history.
10. The Applicant has the right to access their data, to have it rectified, erased or to have the processing of the data restricted in the cases specified in Article 18 of the GDPR.
11. The Applicant has the right to object to the processing of personal data under the conditions set out in Article 21 of the GDPR.
12. In the processing of the Applicant's personal data, no solely automated decision-making or profiling, as referred to in Article 22 (1) and (4) of the GDPR, takes place. This means that no decisions concerning the Applicant will be made solely automatically and that no profiles of the Applicant are created.
13. Should the processing of personal data be considered to violate applicable laws, the Applicant has the right to lodge a complaint to the President of the Personal Data Protection Office.
14. Providing personal data is voluntary, but it is a statutory requirement arising primarily from Article 22¹ of the Labor Code, and, at the same time, a condition for the conclusion and performance of a contract

of employment. The consequence of failing to provide data is the impossibility of concluding and performing a contract of employment, legally documenting the employment relationship, performing tax and social insurance obligations and ensuring ongoing contact with the Applicant.