

Data protection information of Clients

based on Articles 13 and 14 of the Regulation (EU) 2016/679 of the European Parliament and of the Council on the protection of natural persons concerning the processing of personal data and on the free movement of such data (hereinafter referred to as the "Regulation"), as well, under Paragraph 19 and Paragraph 20 of the Act No. 18/2018 Coll. on Personal Data Protection and the amendment of certain other Acts (hereinafter referred to as the "Act")

This information aims to provide you with information about what personal data we process, how we treat it, for what purposes we use it, to whom we can provide it, and where you can obtain information about your personal data and exercise your rights in the processing of personal data.

Identification and contact data

The Company that processes your data is Telegrafia, a.s. Lomená 7 040 01 Košice, IČO: 17081386 email: gdrp@telegrafia.sk (hereinafter referred to as the "Operator")

Contact data of Personal Data Protection Methodists and Data Protection Officer (DPO): email: dpo7@proenergy.sk

If you have expressed interest in working with us (e.g. by submitting a job application, sending a CV, etc.), we will process your personal data as follows:

IS PAM - recruitment

1 Purpose of personal data processing and legal basis for processing

The purpose of personal data processing is:

recruitment of suitable employees.

Personal data are processed based on:

- (1) Art. 6 par. 1 letter b) GDPR: contractual and pre-contractual relationship with the data subject,
- (2) Art. 6 par. 1 letter c) GDPR: Act no. 311/2001 Coll. Labor Code, as amended, Act No. 5/2004 Coll. Act on Employment Services and Amendments to Certain Acts,

2 Identification of processed personal data of the data subjects

Data subjects, whose personal data are processed:

Job applicants.

The extent of processed personal data:

personal data provided in the CV, and accompanying documents, and resulting from the assessment of the job applicant's suitability. These are mainly identification, contact data, data related to habits, preferences mentioned in the CV or directly on the job interview, and financial data - e.g. requested, and offered salary.

Depending on the nature of the job position, sensitive personal data may also be processed (data from psychological assessments, related to health, confirmation of integrity from submitted extracts from RT, nationality).

3 Identification of recipients or other parties who may have access to personal data

Category of recipients	Identification of recipients
(1) Institutions, organizations, contractual partners, or other parties whose access is permitted by a special legal regulation and/or the exercise of public authority (Article 6, paragraph 1, letters c) and e) of the Regulation), e.g.: -Act no. 5/2004 Coll. Act on Employment Services and Amendments to Certain Acts, -other legal regulations. (2) Intermediary based on a contract (Article 28 of the GDPR) (3) Another operator, if you have given your consent (Article 6, paragraph 1, letter a) of the GDPR) (4) Contractual partner, as part of the performance of the contract between you and the operator (Article 6, paragraph 1, letter b) of the GDPR) (5) another party based on a legitimate interest (Article 6, paragraph 1, letter f) of the GDPR)	(1) Office of Labour, Social Affairs and Family (e.g. for job application confirmation), other authorized entity.

4 Transfer of personal data to a third country/international organization

Transfer of personal data to a third country/international organization does not take place.

5 Identification of the source from which the personal data was obtained

Directly affected person, with consent, and also another person (referring employee).

6 Storage of personal data period.

1 year.

7 Profiling

Does not take place.

8 Obligation to provide personal data

Failure to provide personal data necessary for the selection of a suitable applicant may fail to perform the recruitment and the impossibility of assessing the skills and qualities of the candidate.

Providing personal data from the referring employee is only possible with your voluntary consent. If you do not provide consent, CV, or other data through the referring employee, you can provide personal data directly to us.

If you are interested in participating in future job interviews, you must give us your voluntary consent. If consent is not given, the operator will not process personal data for longer than necessary to assess the applicant's suitability for the given job position.

The supply of personal data processed by the Labour Code and special laws is a legal requirement / contractual requirement, or a requirement that is necessary to conclude a contract. The affected person must provide personal data, in case of failure to provide them, the operator will not ensure the conclusion or fulfillment of the contract to the affected person.

Rights of the data subject

The data subject shall have the right to request from the Operator the access to processed personal data concerning him/her, the right to rectification of personal data, the right to personal data erasure or restriction, the right to object to the processing of personal data, the right not to be subject to a decision based solely on automated processing, including profiling, the right to data portability as well as the right to initiate the proceeding to the supervisory authority. When the Controller processes the personal data based on the data subject's consent, the data subject shall have the right to withdraw his or her consent to the processing at any time. The withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal. The data subject can exercise his/her rights by sending an e-mail to the e-mail address: gdpr@telegrafia.sk or by sending the letter to the address of the Operator.