

INFORMATION

provided to the person concerned in collecting personal data from the him/her – job applicants pursuant to Article 13 of Regulation (EU) 2016/679 of the European Parliament and of the Council (hereinafter referred to as the „GDPR“) in conjunction with Article 19 of Art No. 18/2018 Coll. on Personal Data Protection and on Changing and Amending of other Acts as amended (hereinafter referred to as the “Information”):

- 1.1. The identity and the contact details of the controller: Hydro Extrusion Slovakia a.s., Na Vartičke 7, 965 01 Žiar nad Hronom, company ID (IČO) 36 638 927, registered with OR OS Banská Bystrica, under Section: Sa, File No.: 823/S
- 1.2. The identity and the contact details of the controller's representative: not applicable;
- 1.3. Contact details of the data protection officer: not applicable;
- 1.4. Categories of personal data concerned:
 - 1.4.1. identification data, which mean in particular first name, surname, title, je, date of birth, citizenship;
 - 1.4.2. contact details, which means in particular the contact address, telephone number and email address;
 - 1.4.3. data related to the performance of work, information about your skill (mainly education and professional qualification) and training completed, information about the ability to perform work;
 - 1.4.4. Information about your health condition necessary to fulfil the legal obligations of the employer (initial medical examination, psychological examination), information on physical disability,
 - 1.4.5. Information contained in your CV, job application form and cover letter that you have provided to us on the basis of a selection procedure to fill the vacancy or voluntarily outside the selection procedure;
- 1.5. Purposes of personal data processing:
 - 1.5.1. The processing is necessary to take measures upon an application of the person concerned before concluding an employment contract (pre-contractual relationship) (including agreements on work performed outside the employment relationship) (hereinafter referred to as the "contract") to be concluded between the Controller as employer and the person concerned as an employee of the controller;
 - 1.5.2. The processing is necessary for the controller's compliance with legal obligations (e. g. personnel and payroll management, safety and health at work, occupational health service, etc.), which arise for controller especially, but not only, from the following legislation:
 - 1.5.2.1. Act No. 311/2001 Coll. Labour Code;
 - 1.5.2.2. Act No. 395/2002 Coll. on archives and registries;
 - 1.5.2.3. Act No. 124/2006 Coll. on health and safety protection at work;
 - 1.5.3. The processing is necessary for the following purposes of the legitimate interests pursued by the controller:
 - 1.5.3.1. protecting our legal claims (in other words, so that we could defend our own legal claims in judicial, extrajudicial and enforcement proceedings) where it is our legitimate interest to prevent damages;
 - 1.5.3.2. ensuring property security and protection, where it is our legitimate interest to ensure material and IT security as well as protection of our property; for this purpose, we can monitor certain areas in the workplace and make use of electronic devices, information systems and IT infrastructure;
 - 1.5.4. The processing based on you consent for the purpose of:
 - 1.5.4.1. registration of job applicants outside the selection procedure;
- 1.6. Legal basis for personal data processing:
 - 1.6.1. Article 6 paragraph 1 point a) of GDPR – processing is based on a given consent to the processing of personal data;
 - 1.6.2. Article 6 paragraph 1 point b) of GDPR - processing is necessary for the performance of a contract to which the person concerned is party under subsection 1.5.1 of this Information;
 - 1.6.3. Article 6 paragraph 1 point) of GDPR - processing is necessary for compliance with a legal obligation to which the controller is subject;
 - 1.6.4. Article 6 paragraph 1 point f) of GDPR - processing is necessary for the purposes of the legitimate interests pursued by the controller under subsection 1.5.3. of this Information;
- 1.7. Recipients or categories of recipients of personal data: Controller shall provide your personal data mainly to the following recipients / categories of recipients:
 - 1.7.1. processor of personnel and payroll agenda, registry administrator for processing and storage of controller's documents;
 - 1.7.2. operator of CCTV systems;
 - 1.7.3. provider of legal services;

- 1.7.4. providers of information systems and technical infrastructure when they administer the internal systems for personal data administration;
- 1.8. The fact that the controller intends to transfer personal data to a third country or international organisation: not applicable;
- 1.9. Information on existence or absence of an adequacy decision by the Commission: not applicable;
- 1.9.1. Reference to the appropriate or suitable safeguards (including the means by which to obtain a copy of them or where they have been made available/published): not applicable;
- 1.10. Period for which the personal data will be stored (the criteria used to determine that period)):
- Controller is entitled to retain personal data for the following periods:
- 1.10.1. for the duration of a pre-contractual relationship with the person concerned;
- 1.10.2. for the time necessary to execute any rights and obligations arising from the pre-contractual relationship with the person concerned;
- 1.10.3. for the duration of the limitation or prescription periods in relation to any claims arising out of or relating to the pre-contractual relationship with the person concerned;
- 1.10.4. for the duration of court, administrative or other proceedings, within the necessary scope for the entire duration of such proceedings, and for the remaining duration of the limitation or prescription period after the proceedings have finished;
- 1.10.5. for the purposes under subsection 1.5.2. of this Information, for the period resulting from the applicable legislation;
- 1.10.6. for the purposes under subsection 1.5.2. of this Information, as long as we have your consent to the processing of personal data;
- 1.11. Identification of rights of the person concerned:
- 1.11.1. the right of access to personal data relating to him/her;
- 1.11.2. the right to have personal data relating to him/her rectified;
- 1.11.3. the right to have personal data relating to him/her erased;
- 1.11.4. the right to restrict the processing of his/her personal data;
- 1.11.5. the right to object to the processing of his/her personal data, especially to object to the processing pursuant to subsection 1.5.3 of this Information; in such case we shall not continue to process your personal data for the given purpose any longer unless we have compelling legitimate grounds to do so;
- 1.11.6. the right to personal data portability;
- 1.11.7. the right to lodge a complaint with the Office for Personal Data Protection of the Slovak Republic;
- 1.12. The existence of right of the person concerned to withdraw consent to the processing of his/her personal data. The person concerned is informed by the controller when granting the consent that he/she has the right to withdraw this consent to the processing of his/her personal data at any time by sending an e-mail to info.gdpr@hydro.com stating his/her personal data affected by such withdrawal;
- 1.13. The information about whether the provision of personal data is a statutory or contractual requirement, or a requirement necessary to enter into a contract (as well as whether the person concerned is obliged to provide the personal data and of the possible consequences resulting from non-provision of personal data):
- 1.13.1. in the case of processing personal data for the purpose listed under subsection 1.5.1 of this Information, the provision of personal data to be processed by the controller is necessary for the performance of the contract (if the person concerned fails to provide personal data, the controller would not be able to enter into an employment contract);
- 1.13.2. in the case of processing personal data for the purpose listed under subsection 1.5.2 of this Information, the processing of personal data of the person concerned is necessary for compliance with legal obligations to which the controller is subject;
- 1.13.3. in the case of processing personal data for the purpose listed under subsection 1.5.3 of this Information, the person concerned is not obliged to provide his/her personal data and he/she is entitled to object the processing of his/her personal data (if you use your right to object to the processing of your personal data pursuant to subsection 1.5.3 of this Information, we will not continue to process your personal data any longer, unless we have compelling legitimate grounds to do so);
- 1.13.4. in the case of processing personal data for the purpose listed under subsection 1.5.4 of this Information, the person concerned is not obliged to provide his/her personal data and he/she is entitled to withdraw his/her consent at any time pursuant to subsection 1.5.4. (if you use your right to withdraw your consent to the processing of your personal data, we will not process such data about you))
- 1.14. What sources do we obtain personal data from
- We will obtain the most personal data directly from you by providing us with your CV, application for job and cover letter and by filling in an appropriate form. We may also obtain information about you from third parties in the form of references.
- 1.15. The existence of automated decision-making, including profiling (including meaningful information about the logic involved, as well as the significance and the envisaged consequences of such processing for the person concerned): not applicable.