

## Information on the processing of personal data of job applicants

pursuant to Articles 13 and 14 of Regulation (EU) 2016/679 of the European Parliament and of the Council on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (hereinafter referred to as the "GDPR") and Sections 19 and 20 of Act No. 18/2018 Coll. on the Protection of Personal Data and on Amendments and Additions to Certain Acts (hereinafter referred to as the "Act on the Protection of Personal Data").

The purpose of this information is to provide you with information about what personal data we process, how we handle it, for what purposes we use it, to whom we may disclose it, where you can obtain information about your personal data and exercise your rights in relation to the processing of your personal data.

**Full details are available from the Human Resources Department or from the contact address below.**

### Identification and contact details

The controller processing your personal data is IBL Software Engineering, spol. s r.o., ID No.: 35726407, email: [podnety@iblsoft.com](mailto:podnety@iblsoft.com) (hereinafter referred to as the "Controller").

In case of any doubts, questions concerning the processing of your personal data, suggestions or complaints, if you believe that we are processing your personal data unlawfully or unfairly, or in case of claiming any of your rights, you can contact us at any time by sending an email to: [podnety@iblsoft.com](mailto:podnety@iblsoft.com), or in writing to the address of the Controller.

Contact details of the person responsible for the supervision of the processing of personal data: email: [dpo10@proenergy.sk](mailto:dpo10@proenergy.sk)

### Basic overview of processing activities

We may process your personal data as part of the following processing activities (ID):

Name and description of the processing activity - purpose and legal basis, other relevant fact	Categories of data subjects	Categories of personal data	Time limit for deletion of the personal data	Category of beneficiaries (external)
<b>Recruitment</b> - if you apply for a job with us, we may process the personal data you provide on your CV in order to assess your suitability for the role. We carry out the processing in the context of pre-contractual relationships at your request and, if you have expressed an interest in participating in subsequent selection procedures, also with your voluntary consent.	job applicants.	• personal data (in particular identification, contact personal data, photograph, data relating to professional and personal life, behavioural data (e.g. habits, preferences), financial data, (e.g. salary requested/offered),	1 year.	other eligible entity.

Data from some of the above processing operations may be used, where applicable and to the extent necessary, in the context of proving, exercising or defending our legal claims or the legal claims of a third party (e.g. disclosure of data to law enforcement authorities, bailiffs, lawyers, etc.), in judicial or extrajudicial proceedings, debt recovery, etc. Certain personal data obtained (e.g. certificates, records, other documents confirming the fact, etc.) may be stored and used as "evidence" for the purposes of audits, third-party control activities, in the context of verifying the proper performance of the obligations of the controller in terms of legislative requirements or other requirements (contractual, sectoral, etc.).

#### Your rights

As a data subject about whom we process personal data, you have rights under the GDPR and the DPA Act in relation to the processing of personal data, namely the right to request from the Controller access to the personal data processed

about you, the right to rectification (or completion) of personal data, the right to erasure or restriction of the processing of personal data, the right to object to the processing of personal data, the right to the ineffectiveness of automated individual decision-making, including profiling, the right to the portability of personal data, the right to withdraw consent to the processing of personal data. If you decide to use any of your rights, you can do so using our application form, which is available in the complete information on the processing of your personal data. If you are not satisfied with our response, or if you believe that we have violated your rights or we are processing your personal data unfairly, unlawfully, etc., you have the option to file a complaint - a petition to initiate proceedings with the supervisory authority, which is the Office for Personal Data Protection of the Slovak Republic.