

## **PRIVACY STATEMENT**

### **Job Applicant**

DanubePay, a.s., Pribinova 25, Bratislava - Staré mesto 81109, Company ID: 46775111, Commercial Register of Bratislava III District Court, Section: Sa, Insert No. 5588/B, (hereinafter 'DanubePay, a.s.')

At DanubePay, a.s., we respect the privacy of all data subjects with whom we are in contact, regardless of whether we process personal data ourselves or with the help of other entities. It is important to us that you know which personal data about you we process, why we do so, and what your rights are. Therefore, we ask you to read this statement, which will provide you with more information about the processing of your personal data.

#### **Information on the Processing of Personal Data – DanubePay, a.s., as the Data Controller**

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| <b>Processing Activity</b>         | <b>Recruitment – collection of data relating to job applicants and inclusion of applicants in the applicant database.</b>                                                                                                                                                                                                                                                                  |
| <b>Purpose</b>                     | Selection of suitable job applicants and inclusion of applicants in the applicant database for the purpose of filling a suitable job position in the future.                                                                                                                                                                                                                               |
| <b>Categories of Personal Data</b> | Personal data provided in the CV or accompanying documentation (e.g. cover letter) – title, first name, surname, contact details (permanent residence address, correspondence address, email address, telephone number), photograph, date of birth, education, employment history, skills, and other personal data provided by the job applicant in the CV and accompanying documentation. |
| <b>Legal Basis</b>                 | The data subject has given consent to the processing of his/her personal data for one or more specific purposes. Processing is necessary for the performance of a contract to which the data subject is a party, or in order to take steps at the request of the data subject prior to entering into a contract.                                                                           |
| <b>Provision of Personal Data</b>  | Required for entering into a contract.                                                                                                                                                                                                                                                                                                                                                     |

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| <b>Processing Activity</b>                              | <b>Recruitment – collection of data relating to job applicants and inclusion of applicants in the applicant database.</b> |
| <b>Retention Period</b>                                 | Until the recruitment process has been completed, or for the duration of the consent granted by potential applicants.     |
| <b>Consequences of Failure to Provide Personal Data</b> | Without the above-mentioned personal data, it is not possible to carry out the processing activity.                       |
| <b>Source of Personal Data</b>                          | The data subject.                                                                                                         |
| <b>Disclosure of Personal Data</b>                      | Does not take place.                                                                                                      |

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| <b>Processing Activity</b>                          | <b>Monitoring of premises for the purpose of protecting property and health.</b>                                                                                                                                                                                                      |
| <b>Purpose</b>                                      | Ensuring the protection of the company's property, assets and financial interests, and ensuring the protection of the health and safety of persons present on the company's premises.                                                                                                 |
| <b>Categories of Personal Data</b>                  | Monitoring of individuals' movements, image/likeness of the Data Subject, activities/actions carried out within the monitored area, date and time of such activities, and date and time of entry into and exit from the monitored area.                                               |
| <b>Legal Basis</b>                                  | Processing is necessary for the purposes of the legitimate interests pursued by the Controller or by a third party, except where such interests are overridden by the interests or fundamental rights and freedoms of the Data Subject which require the protection of personal data. |
| <b>Justification of the Legitimate Interest</b>     | Protection of the Controller's property, assets and financial interests; prevention and investigation of security incidents; and protection of the life and health of persons present on the Controller's premises.                                                                   |
| <b>Legal Provision Constituting the Legal Basis</b> | Act No. 393/2006 Coll. on Minimum Requirements for Ensuring Safety                                                                                                                                                                                                                    |

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| <b>Processing Activity</b>                              | <b>Monitoring of premises for the purpose of protecting property and health.</b>                    |
| <b>Retention Period</b>                                 | 15 days.                                                                                            |
| <b>Consequences of Failure to Provide Personal Data</b> | Without the above-mentioned personal data, it is not possible to carry out the processing activity. |
| <b>Source of Personal Data</b>                          | CCTV system.                                                                                        |
| <b>Disclosure of Personal Data</b>                      | Does not take place.                                                                                |

## **What Are Your Rights?**

Under data protection law, you have certain rights in relation to the processing of your personal data. Below is a list of these rights and what each right means for you.

### **Right of Access**

You may request information about how we process your personal data, including information about:

- why we process your personal data;
- what categories of personal data we process;
- with whom we share your personal data;
- how long we retain your personal data or what criteria are used to determine this period;
- what rights you have;
- where we obtain your personal data from (if we did not obtain it from you);
- whether the processing involves automated decision-making (including profiling);
- if your personal data has been transferred to a country outside the EEA, how we ensure the protection of your personal data.

All of the above information is available in this Privacy Statement. You may also request a copy of the personal data we process about you. Additional copies may be subject to a fee.

### **Right to Rectification**

It is important that we hold accurate information about you, and we ask you to inform us if any of your personal data is incorrect, for example, if you have changed your name or moved to a new address.

### **Right to Erasure**

If we process your personal data unlawfully, for example, if we process your personal data for longer than necessary or without justification, you may ask us to delete your personal data.

### **Right to Restriction of Processing**

From the moment you request the rectification of your personal data or object to its processing, and until we have been able to investigate the issue or confirm the accuracy of your personal data (or amend it in accordance with your instructions), you have the right to request restricted processing.

This means that, except for storing your personal data, we may process your personal data only with your consent, where necessary in connection with legal claims, to protect the rights of another person, or where there is an important public interest in the processing.

You may also request that we restrict the processing of your personal data where the processing is unlawful but you do not want us to erase your personal data.

### **Right to Object**

If you believe that we do not have the right to process your personal data, you may object to our processing. In such cases, we may continue processing your personal data only if we can demonstrate compelling legitimate grounds that override your interests, rights and freedoms.

However, we may always process your personal data where this is necessary for the establishment, exercise or defence of legal claims.

### **Right to Data Portability**

You may request that the personal data you have provided to us, which we process on the basis of your consent or for the performance of a contract, be provided to you in a structured, commonly used and machine-readable format.

You also have the right to request that this information be transmitted to another data controller.

### **Withdrawal of Consent**

Where you have given us your consent for a particular processing activity, such consent is voluntary and you have the right to withdraw it at any time and by any means.

We will also inform any entities to which we were authorised to provide your personal data about your request. If you have any concerns, you have the right to lodge a complaint under Section 100 of the Data Protection Act with the competent supervisory authority, for example via [www.dataprotection.gov.sk](http://www.dataprotection.gov.sk).

### **How Can I Complain About the Use of My Data or Exercise My Rights?**

If you wish to make a complaint about how we process your personal data, including in relation to the rights described above, you may contact our Data Protection Officer (“DPO”), and your concerns and requests will be reviewed.

If you are not satisfied with our response, or you believe that we process your data unfairly or unlawfully, you may lodge a complaint with the competent supervisory authority, which is the Office for Personal Data Protection (ÚOOÚ). Further information about the Office for Personal Data Protection and its complaint procedure can be found here: [www.dataprotection.gov.sk](http://www.dataprotection.gov.sk).

### **Contact Details**

If you have any further questions regarding the processing of your personal data, you may contact us through our Data Protection Officer (“DPO”) by sending an email to: [privacy@danubepay.com](mailto:privacy@danubepay.com).