Privacy notice for job applicants

Pursuant to Article 13 of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 (General Data Protection Regulation, hereinafter referred to as the "GDPR"), we hereby inform you that:

1. Joint controllers of personal data

The joint controllers of your personal data are:

- JP Weber Sp. z o.o., with its registered office at Grodzka 9, 50-137 Wrocław, Poland;
- JP Weber Accounting & Tax Sp. z o.o., with its registered office at Grodzka 9, 50-137 Wrocław, Poland;
- JP Weber Dudarski Sp. k., with its registered office at Grodzka 9, 50-137 Wrocław, Poland;
- JP Weber Investment Advisory Sp. z o.o., with its registered office at Grodzka 9, 50-137 Wrocław, Poland;
- JP Weber Transformation Advisory Sp. z o.o., with its registered office at Grodzka 9, 50-137 Wrocław, Poland;
- JP Weber Infrastructure Sp. z o.o., with its registered office at Grodzka 9, 50-137 Wrocław, Poland;

hereinafter collectively referred to as the "Joint Controllers".

2. Joint controllership arrangements

Under their joint controllership agreement, the Joint Controllers have established their respective responsibilities for compliance with the obligations arising from the GDPR.

JP Weber Sp. z o.o. is responsible for fulfilling the information obligations towards data subjects and facilitating the exercise of their rights.

Notwithstanding these arrangements, you may exercise your rights against any of the Joint Controllers. If you submit a request to another Joint Controller, it will forward your request to JP Weber Sp. z o.o. for handling. However, where necessary in view of the nature of the request, the Joint Controller receiving it will take appropriate action independently.

The full text of the joint controllership arrangements is available upon request at privacy@jpweber.com and on our website at www.jpweber.com.

3. Contact details

For any matters relating to the protection of your personal data, please contact us by email at privacy@jpweber.com or by telephone on +48 71 36 99 630.

4. Purposes and legal bases for processing personal data

Your personal data will be processed for the purposes of conducting recruitment processes on the following legal bases:

a. Compliance with a legal obligation: Processing of personal data required under Article 22^1 of the Polish Labour Code, pursuant to Article 6(1)(c) of the GDPR.

b. Consent: Processing of additional personal data provided voluntarily in your application documents, beyond the scope specified in Article 22^1 of the Polish Labour Code, pursuant to Article 6(1)(a) of the GDPR.

c. Pre-contractual measures: Processing necessary to take steps at your request prior to entering into an employment contract, pursuant to Article 6(1)(b) of the GDPR.

d. Future recruitment: Processing of your personal data for future recruitment processes, where you have given your consent, pursuant to Article 6(1)(a) of the GDPR.

e. Legitimate interests: Processing necessary for the establishment, exercise or defence of legal claims arising in connection with recruitment processes, or for conducting a subsequent recruitment process where necessary, pursuant to Article 6(1)(f) of the GDPR.

5. Data retention periods

Your personal data will be processed for the duration of the recruitment process and retained for no longer than six months following its completion.

If you submit your application documents outside an ongoing recruitment process, your personal data will be retained for no longer than six months from the date of submission.

Where you have consented to the processing of your personal data for future recruitment purposes, your data will be retained until you withdraw your consent, but in any event for no longer than one year.

6. Recipients of personal data

Your personal data may be disclosed to entities cooperating with the Joint Controllers and providing services on their behalf, including recruitment advertising platforms, recruitment management system providers, IT service providers, hosting providers and other technology service providers.

7. Transfers of personal data outside the European Union

Your personal data will be stored on servers located within the European Union. However, it may be transferred to third countries in connection with the use of Microsoft cloud services.

Microsoft participates in the EU-US Data Privacy Framework. On 10 July 2023, the European Commission adopted an adequacy decision under Regulation (EU) 2016/679, recognising that the EU-US Data Privacy Framework ensures an adequate level of protection for personal data transferred to participating organisations in the United States.

8. Your rights

Subject to the conditions set out in the GDPR, you have the right to request access to your personal data, rectification or erasure of your data, restriction of processing and data portability.

You also have the right to lodge a complaint with the competent supervisory authority, the President of the Personal Data Protection Office (Prezes Urzędu Ochrony Danych Osobowych) in Poland.

9. Withdrawal of consent

Where the processing of your personal data is based on consent, you have the right to withdraw that consent at any time.

Withdrawal of consent does not affect the lawfulness of processing carried out on the basis of your consent before its withdrawal.

10. Voluntary provision of personal data

Providing personal data within the scope specified in Article 22^1 § 1 of the Polish Labour Code is voluntary but necessary to participate in the recruitment process. Failure to provide such data will prevent us from considering your application.

Providing any additional personal data beyond the statutory requirements is entirely voluntary. Failure to provide such additional data will not result in any adverse consequences for you.

11. Automated decision-making

Your personal data will not be subject to automated decision-making, including profiling.