

INFORMATION CLAUSE – JOB APPLICANTS

In accordance with Articles 13 and 14 of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (the General Data Protection Regulation – GDPR), we hereby inform you that:

1. The controller of your personal data, i.e. the entity determining the purposes and means of the processing of personal data, is **JS JARMEX spółka cywilna**, ul. Bartoszycka 17, 60-434 Poznań, REGON: 543286183, Tax Identification Number (NIP): 7812100267, website: www.jarmex.net.pl.
2. You may contact the Controller by email at hr-rodo@jarmex.net.pl or by phone at **+48 722 03 77 88**.
3. Personal data are processed for the following purposes:
 - a. conducting the recruitment process – on the basis of your consent (Article 6(1)(a) GDPR) and, with regard to data required under the Labor Code or other applicable laws, on the basis of the Controller's legal obligation (Article 6(1)(c) GDPR). Personal data specified in the Labor Code (*or other specific legal provisions*) are processed on the basis of applicable law and their provision is necessary in order to participate in the recruitment process. Other personal data (e.g. *image*) are processed on the basis of your voluntary consent.
4. The recipients of your personal data may include:
 - a. the Controller's employees, associates, and cooperating entities directly involved in carrying out the recruitment process.
5. Your personal data will not be transferred to a third country or to an international organization.
6. Personal data will be processed for no longer than is necessary, in particular:
 - a. for the duration of the recruitment process and for a period of **3 years** following its completion;
 - b) until you withdraw your consent – where processing is based on consent.
7. You have the right to:
 - a. access your personal data and obtain a copy thereof;
 - b. rectify (correct) your personal data;
 - c. erasure of personal data, where there are no legal grounds for further processing;
 - d. restriction of processing, in particular if the data are inaccurate, processed without a valid legal basis, are necessary for the establishment, exercise or defense of legal claims, or for the duration of the examination of an objection;
 - e. object to the processing of personal data for direct marketing purposes – in such case, processing for this purpose will cease;
 - f. object, on grounds relating to your particular situation, to the processing of personal data based on the Controller's legitimate interest for purposes other than direct marketing, unless the Controller demonstrates compelling legitimate grounds overriding your rights or the data are necessary for the establishment, exercise or defense of claims;
 - g. not to be subject to a decision based solely on automated processing, including profiling;

- h. data portability – to receive personal data processed on the basis of consent or a contract in a structured, commonly used and machine-readable format, and to have such data transmitted directly to another controller where technically feasible;
- i. lodge a complaint with a supervisory authority – in Poland, with the President of the Personal Data Protection Office, ul. Stanisława Moniuszki 1A, 00-014 Warsaw;
- j. withdraw consent at any time, where processing is based on consent, without affecting the lawfulness of processing carried out prior to its withdrawal.

8. In order to exercise your rights, please contact the Controller by post or by email at: hr-rodo@jarmex.net.pl