

### Information clause for job applicants

*Pursuant to Article 13 (1) and (2) 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 (General Data Protection Regulation) (OJEU.L.2016.119.1) - hereinafter GDPR - we wish to inform you that:*

1. The controller of your personal data is OPTOPOL Technology Sp. z o.o. with its registered office in Zawiercie, address: ul. Żabia 42, 42-400 Zawiercie, KRS (National Court Register number) : 0000195272, NIP (taxpayer identification number): 649-19-87-762 (hereinafter referred to as the "Data Controller"). Contact details of the Data Controller: [info@optopol.com.pl](mailto:info@optopol.com.pl), tel.: +48 32 67 07 400.
2. In matters concerning the protection of your personal data, you may contact us at the following e-mail address: [info@optopol.com.pl](mailto:info@optopol.com.pl).
3. The Data Controller will process your personal data for the following purposes:
  - to take action at your request prior to the conclusion of the contract (Article 6 (1) (b) of the GDPR),
  - to recruit for the position indicated in the advertisement, if the personal data provided in the application are specified in the Labour Code or in other provisions of law (including your first name, surname, date of birth, contact details, education, work experience); we process these data in order to fulfil our legal obligation (Article 6 (1) (b) of the GDPR),
  - to recruit for the position indicated in the advertisement, if the personal data in the application are provided in addition to the data specified in the Labour Code or other provisions of law (e.g. image); we process these data on the basis of your voluntary consent expressed by sending a recruitment application (Article 6 (1) (b) of the GDPR),
  - possible establishment and investigation of claims or defence against claims - Article 6 (1) (f) of the GDPR (legitimate interest of the controller).
4. Recipients of personal data will include authorised entities, other entities authorised by law or entities providing services on the basis of a sub-processing agreement.
5. The data will be retained for the time needed to achieve the above-specified purposes for a period of 6 months from the selection of the candidate or for 24 months in the case of consent for further recruitment, and thereafter for the period and to the extent required by law or until limitation of claims.
6. You have the right to access, rectify and erase your personal data, as well as the right to restrict processing, the right to file an objection, the right to data portability and the right to submit a complaint to the President of the Office for Personal Data Protection. Where processing is based on consent, you have the right to withdraw your consent at any time, without affecting the lawfulness of processing based on your consent before its withdrawal.
7. The provision of your personal data as indicated in Article 22<sup>1</sup> of the Labour Code is necessary for establishing an employment relationship. The provision by you of other data is voluntary.
8. Your personal data will not be subject to profiling or automated decision-making. Your personal data will not be transferred to third countries (outside the EEA) or to international organisations.