

GDPR INFORMATION CLAUSE – JOB CANDIDATES (Article 13 GDPR)

The Controller of your personal data is Swietelsky Rail Polska Sp. z o.o. with its registered office in Kraków (30-663), ul. Wielicka 250 ("Controller").

Contact regarding data processing matters: praca@swietelsky.com

The data will be processed for the purpose of:

- a) conducting the current recruitment process – the legal basis is Article 6(1)(c) GDPR in conjunction with Article 22¹ of the Labour Code (scope of required data) and Article 6(1)(b) GDPR (pre-contractual actions) – to the extent appropriate to the form of employment;
- b) processing data beyond the scope of Article 22¹ of the Labour Code (if such data is provided) – the legal basis is Article 6(1)(a) GDPR (consent);
- c) conducting future recruitment processes – the legal basis is Article 6(1)(a) GDPR (consent), if given;
- d) the possible establishment, investigation, or defense against claims related to recruitment – the legal basis is Article 6(1)(f) GDPR (legitimate interest of the Controller).

Recipients of the data may include entities supporting the Controller in recruitment (e.g. IT/ATS system providers, recruitment service providers) – on the basis of relevant agreements.

Data retention period:

- a) data in the current recruitment process – for the duration of the recruitment process and for the period necessary to secure any potential claims (generally until the expiry of the limitation periods applicable to claims related to recruitment and employment);
- b) data for future recruitment processes – for 12 months from the date the application is submitted, or until consent is withdrawn.

Rights: you have the right to access your data, rectify it, erase it, restrict its processing, and transfer it, as well as the right to object – to the extent the legal basis is Article 6(1)(f) GDPR.

If processing is based on consent – you have the right to withdraw your consent at any time; withdrawal does not affect the lawfulness of processing carried out before the withdrawal.

You have the right to lodge a complaint with the President of the Personal Data Protection Office (UODO).

Providing data to the extent resulting from Article 22¹ of the Labour Code is necessary to participate in the recruitment process; providing any other data is voluntary.