**Information on the Processing of Personal Data of Job Applicants**

*According to Articles 13 and 14 of the Regulation (EU) 2016/679 of the European Parliament and of the Council on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (hereinafter referred to as the "GDPR"), and Sections 19 and 20 of Act No. 18/2018 Coll. on the Protection of Personal Data and on Amendments and Supplements to Certain Acts (hereinafter referred to as the "Personal Data Protection Act").*

The purpose of this information is to provide you with details about what personal data we process, how we handle it, for what purposes we use it, to whom we may provide it, where you can obtain information about your personal data, and how to exercise your rights regarding the processing of personal data.

**Identification and Contact Information**

The data controller processing your personal data is CD – profil s.r.o., 1. mája 2070, 031 01 Liptovský Mikuláš, Company ID: 31 615 830, Phone: 044/285 18 22 (hereinafter referred to as the "data controller").

Contact details of the data protection officer overseeing the processing of personal data: email: [dpo7@proenergy.sk](mailto:dpo7@proenergy.sk)

**If you have expressed interest in working with us (e.g., by submitting a job application, sending a CV, etc.), we will process your personal data as follows:**

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| |  |  |  | | --- | --- | --- | | **IS PAM - výber zamestnancov** | | | | **1** | **Purpose of Processing Personal Data and Legal Basis for Processing** | | |  | The purpose of processing personal data is: | | |  | To select suitable employees. | | |  | Personal data is processed based on: | | |  | (1) Article 6(1)(b) of the GDPR: contractual and pre-contractual relationship with the data subject, (2) Article 6(1)(c) of the GDPR: Act No. 311/2001 Coll. Labor Code as amended, Act No. 5/2004 Coll. on Employment Services and on Amendments and Supplements to Certain Acts, (3) Article 6(1)(a) of the GDPR: consent of the data subject (in the case of data provided through a recommending employee, retention of CVs for future selection processes), (4) Article 9(2)(b) of the GDPR: processing necessary for compliance with obligations and the exercise of specific rights of the data controller or the data subject in the field of labor law and social security and protection, (5) Article 10: processing of data related to criminal convictions and offenses is permitted by Union law or the law of a Member State. | | | **2** | **Identification of Processed Personal Data of Data Subjects** | | |  | Data subjects whose personal data we process: | | |  | Job applicants. | | |  | The scope of personal data we proces: | | |  | Personal data included in CVs and accompanying documents and arising from the assessment of the suitability of job applicants. This includes identification and contact details, data regarding habits and preferences stated in the CV or during the job interview, financial data (e.g., requested and offered salary) | | | **3** | **Identification of Recipients or Other Parties Who May Have Access to Personal Data** | | |  | Category of recipients | Identification of recipients | |  | (1) Institutions, organizations, contractual partners, or other parties granted access by specific legal provisions and/or the exercise of public authority (Article 6(1)(c) and (e) of the Regulation), e.g.:  Act No. 5/2004 Coll. on Employment Services and on Amendments and Supplements to Certain Acts, other legal provisions.  (2)  Processor based on a contract (Article 28 of the GDPR Regulation). (3) Other controller, if you have given consent (Article 6(1)(a) of the GDPR Regulation).  (4) Contractual partner, in the context of fulfilling the contract between you and the controller (Article 6(1)(b) of the GDPR Regulation).  (5) Other party based on legitimate interest (Article 6(1)(f) of the GDPR Regulation). | (1) Labor Office of Social Affairs and Family (e.g., for the purpose of issuing a job-seeking confirmation), other authorized entity. | | **4** | **Transfer of Personal Data to a Third Country/International Organization** | | |  | No transfer to a third country or international organization is carried out. | | | **5** | **Identification of the Source from Which Personal Data Was Obtained** | | |  | Directly from the data subject, with consent from another person (referring employee). | | | **6** | **Retention Period for Personal Data** | | |  | 1 year. | | | **7** | **Profiling** | | |  | Not carried out. | | | **8** | **Obligation to Provide Personal Data** | | |  | Failure to provide personal data necessary for the selection of a suitable candidate may result in the non-execution of the selection process and the inability to assess the candidate's abilities and qualities. Providing personal data from the referring employee is only possible with your voluntary consent. If you do not provide consent, a CV, or other data through the referring employee, you may provide personal data directly to us. If you are interested in participating in future selection processes, it is necessary to grant us your voluntary consent. If consent is not provided, the controller will not process personal data longer than necessary to assess the suitability of the job applicant for the given position. Providing personal data processed under the Labor Code and specific laws is a legal requirement/contractual requirement, or a requirement necessary for the conclusion of a contract. The data subject is obliged to provide personal data; if not provided, the controller will not ensure the conclusion or fulfillment of the contract. | | |  | |  |  |

**Rights of the Data Subject**

The data subject has the right to request access to personal data processed about them, the right to rectification of personal data, the right to erasure or restriction of processing of personal data, the right to object to the processing of personal data, the right not to be subject to automated individual decision-making, including profiling, the right to data portability, as well as the right to lodge a complaint with a supervisory authority. If the controller processes personal data based on the consent of the data subject, the data subject has the right to withdraw their consent to the processing of personal data at any time. The withdrawal of consent does not affect the lawfulness of the processing of personal data based on consent before its withdrawal. The data subject can exercise their rights by sending an email to: [ochranaosobnychudajov@cdprofil.sk](mailto:ochranaosobnychudajov@cdprofil.sk), or in writing to the address of the controller.  
If you voluntarily provide us with consent for the processing of personal data, we will retain evidence of its provision (to the extent of the wording of the given consent) for a period of 3 years from the expiration of its validity, as part of our legitimate interest and in compliance with legal obligations. We may retain it as "evidence" for the purposes of audits, oversight activities by third parties, verifying the proper fulfillment of the controller's obligations under legislative requirements or other requirements (contractual, sectoral, etc.), or use it for the purposes of proving, asserting, or defending our legal claims (e.g., providing data to law enforcement authorities, lawyers, etc.), in judicial or extrajudicial proceedings, etc.