

Information clause regarding the recruitment procedure

Pursuant to Art. 13 sec. 1-2 of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of individuals with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46 / EC (general regulation on data protection) (hereinafter referred to as "GDPR"), we would like to inform you that:

I. The administrator of your personal data is InterPhone Service Sp. z o.o. with headquarters in Mielec, ul. Inwestorów 8, 39-300 Mielec, a company entered in the Register of Entrepreneurs of the National Court Register kept by the District Court in Rzeszów, 12th Commercial Division of the National Court Register, under the number KRS 0000328887, NIP 9661989952, with share capital of PLN 50,000.00

We have appointed the Inspector Data Protection, which you can contact by writing to the following e-mail address: rodo.kancelaria@interphone.com.pl

II. Purposes and grounds for processing We will process your personal data: 1. in order to carry out the recruitment process, based on the employer's rights under Art. 22¹ of the Labor Code and in the scope of: name and surname, date of birth, contact details (e-mail address or telephone number), education, professional qualifications and the course of previous employment. The basis for the processing of the above-mentioned personal data is the legal obligation (Article 6 (1) (c) of the GDPR), 2.in order to carry out the recruitment process, on the basis of your consent to the processing of your personal data, i.e. personal data other than indicated in the point above, provided in the CV, form, cover letter and other documents. The basis for processing is the above-mentioned consent (Article 6 (1) (a) of the GDPR),

III. Rights related to the processing of personal data 1. Right to object. You have the right, at any time, to object to the processing of your personal data by us in cases and to the extent resulting from legal provisions, in particular the GDPR. 2.In connection with the processing of your personal data, you also have the following rights to access personal data. The right to rectify data. The right to delete data (also known as the "right to be forgotten"). The right to limit the processing of personal data.

The right to transfer data - all the above rights are available only in cases and to the extent resulting from legal provisions, in particular the GDPR

3. If you want to exercise the rights described above or obtain additional information - you can contact us in one of the following ways: in writing to the following address: InterPhone Service Sp. z o.o. with headquarters in Mielec, ul. Inwestorów 8, 39-300 Mielec, by e-mail to the following address: rodo.kancelaria@interphone.com.pl We will respond to your requests without undue delay, but not later than within one month from the date of receipt of the request. 4. In addition, in accordance with the GDPR, you have the right to lodge a complaint with the President of the Personal Data Protection Office.

IV. The period of data storage Your data will be stored until the recruitment process for the position for which you applied is completed. If you send us the documents on your own initiative, without announcing that we conduct a specific recruitment procedure, we will process the data for a period of 6 months from their submission.

V. The expected recipients of your personal data are: - entities from our capital group, which means the parent company together with subsidiaries; - other authorized entities, when such an obligation results from the provisions of applicable law (including the Court), your personal data may also be made available to service providers and technical / organizational solutions (e.g. courier, postal companies) and may be transferred to entities with which the Administrator has signed appropriate agreements for entrusting the processing of personal data, e.g. an IT company, law firm, tax office, entities providing document archiving services, auditors - only to the extent that it is necessary to achieve the purposes of processing your personal data

VI. Providing personal data in the field of name and surname, date of birth, contact details (e-mail address or telephone number), education, professional qualifications and the course of previous employment is a condition for participation in a given recruitment process. In the remaining scope, providing personal data is voluntary.

VII. Automated decision making Please be advised that we do not make decisions in an automated manner, including in the form of profiling. The administrator does not transfer your data outside the European Economic Area or to international organizations.

VIII. Consent and information on the possibility of withdrawing consent You have the right to withdraw your consent to the processing of personal data at any time. Withdrawal of consent does not affect the lawfulness of the processing of which was made on the basis of your consent before its withdrawal. A declaration of withdrawal of consent to the processing of personal data can be sent to the address of the Data Administrator.

The following statement must be attached to your CV.

I consent to the processing of my personal data contained in the application documents provided by me for the purpose of recruitment CV documents that do not meet the requirements described above, will not take part in the recruitment process and will be immediately removed.