

Information about the processing of personal data of job applicants

according to the Regulation of the European Parliament and the Council (EU) 2016/679 on the protection of natural persons in the processing of personal data and on the free movement of such data (hereinafter referred to as the "GDPR regulation") and Act No. 18/2018 Coll. on the protection of personal data and on the amendment of certain laws (hereinafter referred to as the "DPA").

The aim of this overview is to provide you with basic information about the processing of your personal data if you apply for a job with us (e.g. by submitting a job application, sending a CV, etc.).

Complete information is available from the HR department or at the contact address below.

Identification and contact data

The controller processing your personal data is HELLA Slovakia Lighting s.r.o., Kočovce 228, 916 31 Kočovce, ID: 36325732, e-mail: dataprivacyhsk@forvia.com (hereinafter referred to as the "controller").

In case of ambiguities, questions regarding the processing of your personal data, suggestions, or complaints, if you believe that we process your personal data illegally or unfairly, or in case of exercising any of your rights, you can contact us at any time by sending an e-mail to: dataprivacyhsk@forvia.com or in writing to the controller's address.

Contact details of the Data Protection Officer: Ing. Martin Pilka, MBA, e-mail: dpo2@proenergy.sk

Basic overview of processing activities

1 Purpose of personal data processing and legal basis of processing

The purpose of personal data processing is:

selection of suitable employees.

Personal data is processed on the basis of:

- (1) Art. 6 par. 1 letter b) GDPR regulation: contractual and pre-contractual relationship with the data subject,
(2) Art. 6 par. 1 letter c) GDPR regulation: Act no. 311/2001 Coll. Labor Code as amended.

2 Identification of processed personal data of data subjects

Data subjects, whose personal data we process:

job seekers.

Scope of personal data that we process:

personal data provided in the curriculum vitae and accompanying documents and resulting from the assessment of the suitability of the job applicant. These are mainly identification, contact data, data related to habits, preferences mentioned in the CV or directly at the job interview, financial data - e.g. requested, 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 whose access is enabled by a special legal regulation (Article 6, par. 1, letter c) of the GDPR regulation).	(1) Office of Labor, Social Affairs and Family (e.g. for the purpose of job search confirmation), other authorized entity.

4 Transfer of personal data to a third country/international organization

Transfer to a third country or international organization is not carried out.

5 Identification of the source from which the personal data was obtained

The data subject directly concerned.

6 Personal data retention period

1 year.

7 Profiling

Profiling is not carried out.

8 Obligation to provide personal data

Failure to provide personal data necessary for the selection of a suitable applicant may result in the selection not being carried out, and the inability to assess the applicant's abilities and qualities.

The provision of personal data processed according to the Labor Code and special laws is a legal requirement/contractual requirement, or a requirement that is necessary to conclude a contract. The data subject has the obligation to provide personal data, in case of failure to provide them, the controller will not ensure the conclusion or fulfillment of the contract to the data subject.

Data from some of the aforementioned processing operations may be used in the applicable case and to the extent necessary to prove, exercise or defend our legal claims, or the legal claims of a third party (for example, providing data to law enforcement authorities, bailiffs, lawyers, etc.), as part of judicial or extrajudicial proceedings, debt collection, etc. Some personal data obtained (e.g. confirmations, records, other documents confirming the fact, etc.) may be stored and used as "evidence" for the purposes of audits, control activities by third parties, as part of the verification of the proper fulfillment of the controller's obligations in terms of legislative requirements, or other requirements (contractual, sectoral, etc.).

Your rights

As a data subject about whom we process personal data, you have rights in connection with the processing of personal data in accordance with the GDPR regulation and the DPA, namely the right to request from the controller access to the personal data that is processed about you, the right to correction (or addition) of personal data, the right to delete or limit the processing of personal data, the right to object to the processing of personal data, the right to the ineffectiveness of automated individual decision-making, including profiling, the right to portability of personal data, the right to withdraw consent to the processing of personal data. If you decide to exercise some of your rights, you can use our request form, which is available in the complete information on the processing of your personal data. In case you are not satisfied with our answer, or you believe that we have violated your rights, or we are processing your personal data unfairly, illegally, etc. you have the opportunity to file a complaint - a proposal to initiate proceedings to the supervisory authority, which is The Office for Personal Data Protection of the Slovak Republic.