INFORMATION NOTE FOR CANDIDATES AND FORMER EMPLOYEES

ON THE PROCESSING OF THEIR PERSONAL DATA AT ESKY.PL S.A.

What is personal data?

Personal Data means any information about an identified or identifiable natural person ("data subject"). Such data include, for example: first and last name, address, date of birth, phone number and email address (the list is not comprehensive). GDPR is the General Data Protection Regulation (EU) 2016/679.

Special categories of data (sensitive data)

Personal data which are:

- personal data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, and the processing of genetic data, biometric data for the purpose of uniquely identifying a natural person, or data concerning health, sexuality or the sexual orientation of that person, constitute so-called sensitive personal data.

Who is the personal data controller?

The personal data controller is an entity that alone or jointly with others determines the purposes and means of personal data processing - which means that it decides how your data is processed and is responsible for its processing in compliance with regulations.

The data controller of your personal data in relation to their processing for the purposes specified below is:

eSky.pl S.A.

"Company"

Contact details:

Al. Murckowska 14a, Katowice

Data Protection Officer's contact details:

Grzegorz Gawin, iod@esky.com

For what purpose and on what basis will your data be processed (RECRUITMENTS)?

In order to carry out a recruitment, eSky collects only those personal data which fall within the scope of the provisions of law. Data which fall outside this scope are collected only upon a separate consent. We ask you, however – even upon consent and voluntarily – not to give any sensitive personal data unless the employer has expressly asked you to do so. Similarly, in future recruitment processes, the personal data will be used upon a separate consent. If you agree for future recruitments, personal data will be stored only for the period of 3 years from your giving consent, unless you withdraw the consent earlier. After the recruitment has been completed, your data may be used for the purpose of investigation or protection against claims that may concern the stage of recruitment -> during the limitation period of such claims (basis – Article 6(1)(f) GDPR i.e. the legitimate interest of the data controller).

The consent is always voluntary and you do not have to give it, especially if you believe it would be detrimental to you. Where the processing of personal data is based on consent, the candidate may at any time withdraw the consent. The withdrawal of consent does not affect the lawfulness of processing based on consent before its withdrawal. A lack of consent or its withdrawal can never constitute grounds for detrimental treatment of a job candidate or an employee and can not cause any negative consequences for them, in particular it cannot constitute a reason for refusal of employment.

For what purpose and on what basis will your data be processed (FORMER EMPLOYEES)?

The data of the former employees of the Company are processed solely in order to comply with the obligation of archiving employment documents (Article 6(1)(c) GDPR in conjunction with the provisions of labour law and the Act on Old-age Pensions and Disability Pensions Paid from the Social Insurance Fund (Journal of Laws of 2017, item 1383) for the period indicated in the provisions of law, and also for the purpose of the investigation, findings or protection against claims (Article 6(1)(f) GDPR -> the legitimate interest of the data controller) for the limitation period of employment claims or the application of effective opposition, depending on which event occurs first, see below.

What are your rights in relation to the processing of your personal data?

You have the right to access your data, including the right to obtain a copy of the data, the right to transfer the data, the right of rectification and erasure, restriction of processing, and the right not to be subject to a decision which is based solely on automated processing, including profiling, which produces legal effects or similarly significantly affects it (see more: www.giodo.gov.pl). We also invite you to read the leaflet about your rights available at https://www.gov.pl/cyfryzacja/rodo-informator.

You also have the right to lodge a complaint to the supervisory authority (the President of the Office for Personal Data Protection).

The right to object

Remember that each time your personal data is processed under Article 6(1)(f) GDPR (see above), for example, in the case of the so-called legitimate interest of the Company, you can at any time raise an objection – for reasons related to the special situation – against the processing of your personal data. After the objection has been raised, the Company will no longer be allowed to process your personal data unless it demonstrates the existence of vital legitimate grounds for such processing, taking precedence over the interests, rights and freedoms of the data subject, or the basis for establishing, investigating, or defending claims.

You can raise an objection in any manner indicated below (in the section on how to contact us).

How can you communicate your rights or other issues concerning data protection?

Your data may be entrusted to service providers in the process of recruitment, e.g. suppliers of information tools -> for more information, contact us at the mail address below.

In all matters related to personal data protection (including for the purpose of raising an objection or withdrawal of consent, and in connection with any identified breach of the provisions on personal data protection or the execution of your other rights) you can contact us by e-mail: iod@esky.com, or visit us https://www.esky.com/about-us/contact).

In response to the submitted request, you may be asked to provide the data necessary to verify your identity, or provide additional information required for the proper execution of the request.