

Information on the Processing of Personal Data of Job Applicants

in accordance with 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 Regulation") and Sections 19 and 20 of Act No. 18/2018 Coll. on the protection of personal data and on the amendment and supplementation of certain acts (hereinafter referred to as the "Data Protection Act").

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

Identification and Contact Details

The controller processing your personal data is msg life Slovakia, s. r. o., Hraničná 18, 821 05 Bratislava, Company ID: 35800780 (hereinafter referred to as the "controller").

Contact details of the data protection officer supervising personal data processing: email: dpo3@proenergy.sk.

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

1 Purpose and legal basis for processing personal data

The purpose of processing personal data is:

selection of suitable employees and creation of a database of applicants for future selection processes.

Personal data is processed based on:

- (1) Article 6 (1) (c) of the GDPR Regulation: contractual, pre-contractual relationships with the data subject,
- (2) Article 6(1)(c) of the GDPR Regulation: compliance with a legal obligation: Act No. 311/2001 Coll. The Labour Code as amended by subsequent regulations, Act No. 5/2004 Coll. The Employment Services Act and amendments to certain Acts,
- (3) Article 6(1)(a) of the GDPR Regulation: consent of the data subject (in case of data provided through a referral employee, storing the CV for future selection processes).

2 Identification of processed personal data of data subjects

Data subjects whose personal data we process:

job applicants.

The scope of personal data we process:

Personal data provided within the resume and accompanying documents and arising from the assessment of the applicant's suitability for employment. These primarily include identification, contact details, information regarding habits, preferences as stated in the resume or directly during the job interview, financial data such as requested and offered salary.

3 Identification of recipients, or other parties that may access personal data

Category of recipients	Identification of recipients
(1) Institutions, organizations, contractual partners, or other parties allowed access by a specific legal regulation, and/or the exercise of public authority (Article 6(1)(c) and (e) of the Regulation), e.g.: other legal regulation	(1) The Labour, Social Affairs and Family Office (e.g., for the purpose of confirming job search), other authorized entities.
(2) Processor under a contract (Article 28 of the GDPR Regulation)	(5) msg systems ag, Robert-Buerkle-Strasse 1, 857 31 Ismaning/Munich, VAT: DE 129 420 400
(3) Other controller, if you have given consent (Article 6(1)(a) of the GDPR Regulation)	(2) recruitis.io s.r.o., Company ID: 275 08 391
(4) Contractual partner, within the fulfillment of the contract between you and the controller (Article 6(1)(b) of the GDPR Regulation)	

(5) Another party based on legitimate interest (Article 6(1)(f) of the GDPR Regulation)	
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4 Transfer of personal data to a Third Country/International Organization

No transfer to a third country or international organization takes place. Transfer within an international organization occurs only within the msg group.

5 Identification of the source from which personal data were collected

Directly from the data subject, with the consent of another person (referring employee).

6 Retention period of personal data

3 years.

7 Profiling

Profiling, which would involve automated individual decision-making including profiling, is not carried out.

8 Obligation to provide personal data

Failure to provide personal data necessary for the selection of suitable applicants may result in the selection process not being carried out, and the inability to assess the applicant's skills and qualities. Providing personal data from a referring employee is only possible with your voluntary consent. If you do not consent to provide your resume or other information through the referring employee, you may provide your personal data directly to us.

If you wish to participate in future selection procedures, it is necessary to provide us with your voluntary consent. Without your consent, the controller will not process personal data for longer than necessary to assess the suitability of the job applicant for the specific position.

Providing personal data processed according to the Labor Code and special acts is a legal requirement /contractual requirement, or a requirement necessary for entering into a contract. The data subject is obliged to provide personal data; failure to do so by the data subject will result in the controller being unable to conclude or fulfill the contract.

Rights of the data subject

The data subject has the right to request access to their personal data processed by the controller, the right to rectify personal data, the right to erasure or restriction of personal data processing, the right to object to personal data processing, the right not to be subject to automated individual decision-making including profiling, the right to data portability, and the right to initiate the proceeding to supervisory authority. The data subject can exercise their rights by sending an email to: gdpr.sk@msg.group, or by writing to the controller's address.

If you voluntarily provide us with consent to process your personal data, we will, as part of our legitimate interest and also to fulfill our legal obligation, retain proof of its provision (within the scope of the consent given) for a period of 3 years after its expiry. We may keep it as "evidence" for the purposes of audits, third-party scrutiny, verifying compliance with the controller's obligations under legislative requirements or other requirements (contractual, sectoral, etc.), or use it for the purpose of proving, enforcing, or defending our legal claims (such as providing data to authorities involved in criminal proceedings, lawyers, etc.), in judicial or extrajudicial proceedings, and similar purposes.