



Information clause regarding the processing of personal data of candidates for employees and associates of Polskie Elektrownie Jądrowe sp. z o.o. (PEJ sp. z o.o.)

1) Personal Data Controller

The Controller of your personal data is Polskie Elektrownie Jądrowe sp. z o.o. with its registered office in Warsaw, Aleje Jerozolimskie 132/136 (hereinafter referred to as the “Controller”).

2) Contact with the Controller

Contact with the Controller is possible via e-mail: rektutacje@ppej.pl, or in writing to the address: Aleje Jerozolimskie 132/136, 02-305 Warsaw.

3) Data Protection Officer

The Controller has appointed a Data Protection Officer, who can be contacted by e-mail at: iod@ppej.pl, or in writing to the Controller’s address.

4) Purposes of personal data processing and legal basis for processing

Personal data will be processed:

- a) **in the case of participation in the recruitment, which will result in employment on the basis of an employment contract:** to fulfill the Controller’s legal obligations under the currently applicable laws related to the recruitment process, including primarily the Labor Code – the legal basis for the processing is Article 6(1)(c) of the GDPR¹;
- b) **in the case of participation in the recruitment, which will result in employment on the basis of a civil law contract:** to conduct the recruitment process – the legal basis for the processing is the necessity of the processing for the performance of the contract (Article 6(1)(a) of the GDPR);
- c) **in the case of participation in the recruitment and providing optional data at your own initiative** – the legal basis for the processing is a consent to processing (Article 6(1)(a) of the GDPR);

¹ Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (General Data Protection Regulation).

d) **to conduct future recruitment processes** (in the case of consent to the processing of data for this purpose) – the legal basis for the processing is a consent to processing (Article 6(1)(a) of the GDPR);

e) **for possible establishing, pursuing or defending against claims** – the legal basis for the processing is a legitimate interest of the Controller (Article 6(1)(f) of the GDPR); the legitimate interest consists in the Controller's pursuing and protection of its rights.

5) Period for which personal data will be stored

Your personal data will be processed until the current recruitment process is completed and the candidate or candidates are selected by the Controller. The period of processing may be extended in each case by the period of the statute of limitations for claims, if the processing of personal data is necessary for pursuing potential claims or defending against such claims by the Controller, i.e. for 3 years from the date of completion of recruitment.

To the extent that data processing is based on a consent – the data will be processed until the consent is withdrawn, however, in the case of consent to the data processing for future recruitment purposes, the data will be processed for no longer than 12 months. Any consent given may be withdrawn at any time. The consent withdrawal does not affect the lawfulness of the processing performed before such withdrawal.

6) Information on categories of recipients of personal data

Personal data will be transferred to entities providing services to the Controller in connection with recruitment processes, such as recruitment agencies, as well as providers of IT systems and services.

7) Transfer of personal data outside the EEA

In principle, your personal data will not be transferred outside the European Economic Area (hereinafter: "EEA"). However, in connection with the use of modern technologies, such as cloud services, by us or our contractors, your personal data may be transferred to countries outside the EEA. In any such case, we apply appropriate safeguards, including, for example, standard data protection clauses adopted under the decision of the European Commission.

You have the right to obtain a copy of the indicated safeguards for the transfer of personal data – to obtain them, please contact the Data Protection Officer by e-mail at iod@ppej.pl or to the Controller's correspondence address.

8) Rights of the data subject

You have the right to:

- a) access your data, request its rectification, erase it, restrict its processing and transfer the data;
- b) object to the processing of personal data based on legitimate interest for reasons related to the particular situation of the data subject;
- c) file a complaint with the data protection supervisory authority, if you consider that the processing of your personal data violates the provisions of the GDPR.

9) Information on voluntary data provision

Providing the data is required:

- a) in the case of participation in the recruitment, which will result in employment on the basis of an employment contract – by the Labor Code;
- b) in the case of participation in the recruitment, which will result in employment on the basis of a civil law contract or when applying for an internship or apprenticeships – by the Controller to conduct the recruitment.

Failure to provide the data will result in the inability to consider the candidacy in the recruitment process. Providing data not required by the Controller is voluntary.

10) Automated decision-making and profiling

We will not use your data in automated decision-making and profiling processes.