

Information on the processing of personal data of applicants seeking employment with Dixons Carphone CoE, s.r.o.

1. Personal Data Administrator

The administrator of personal data is Dixons Carphone CoE, s.r.o., company ID: 279 03 486, registered seat Brno, Trnitá 491/5, postal code 602 00, registered in the Commercial Registry maintained by the Regional court in Brno, file number C 56937 (hereinafter also referred to as the “**Administrator**”)

The Administrator may be contacted at brnohr@dixonscarphone.com.

2. Purpose of Personal Data Processing

The Administrator processes personal data of applicants for employment for the purpose of negotiating and concluding employment contracts (or any other contract dealing with work activities performed outside of regular employment) and the Administrator does so during the tender proceedings.

The Administrator may also process personal information for the purpose of contacting the applicants in the future.

3. Legality of Personal Data Processing

The legal basis for the processing of personal data of applicants for employment is the implementation of measures accepted prior to the conclusion of the contract based on the request of the employment applicant within the meaning of Article 6 (1) (b) of the Regulation of the European Parliament and the Council No. 2016/679, dated 27/04/2016 on the protection of natural persons with regard to personal data processing issues including free movement of such data and based on the terminated Directive No. 95/46 / EC (“**GDPR**”).

Personal data of applicants for employment may also be processed by the Administrator to fulfil legitimate interests of the Administrator such as applicable definitions of work efficiencies or for the purpose of defending the Administrator against claims, and also, based on the interest of the Administrator, to select the most suitable candidate for the given position and within the meaning of Article 6 f) of GDPR.

The legal basis for processing of personal data of applicants for employment for the purpose of possible future contact with the applicants is the consent of the Applicant as the data subject and as defined in Article 6 (1) a) of GDPR.

4. Scope of Personal Data Processing

The Administrator processes identification and contact information of the applicants within the scope of information that has been provided voluntarily by the applicant to the Administrator.

The administrator processes personal data of the applicants in a reasonable, strict and relevant scope limited to the necessary extent and while taking the purpose of the information processing into account.

5. Recipients of Personal Data

The Administrator is entitled to share the applicants' personal data with recipients / third parties with whom the Administrator has concluded the necessary agreements focusing on personal data processing regulations and who process data on behalf of the Administrator as external data processing entities. The supplier of the information system which is used for the hiring agenda shall belong to this category of recipients.

6. Personal Data Processing Time

Personal data are only to be processed within the necessary and required time period while taking the purpose of the processing into account. Personal data are to be processed for the duration of the tender, that is until the applicant is notified that they have not been selected for the job, or that the tender procedure was cancelled, or until the applicant is informed that they have been selected and the necessary employment contract has been concluded with the applicant (or any other work agreements for work activities done outside of the employment).

Personal data of applicants processed for the purpose of making future contact with these applicants shall be processed by the Administrator for the period stated in the written consent provided by the job applicant or until the consent of the respective applicant has been withdrawn (if the consent is recalled before the above period expires).

7. Rights of the Applicant for Employment

The Applicant is entitled to request the Administrator to provide them with access to their personal data (see Article 15 GDPR), or to demand corrections or deletions (see article 16 and 17 GDPR), or possibly restrict the processing of his personal data (see Article 18 GDPR). The Applicant has the right to portability of their personal data processed by the Administrator (see Article 20 GDPR). Further, the Applicant is also entitled to raise objections against the Administrator and against the processing of their personal data (see Article 21GDPR).

The Applicant is also entitled to submit a complaint to the relevant Supervision Body, which is the Office for Personal Data Protection.