

CONSENT OF THE DATA SUBJECT TO THE PROCESSING AND USE OF PERSONAL DATA

in accordance with Regulation (EU) 2016/679 of the European Parliament and of the Council of 27.04.2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, repealing Directive 95/46/EC (General Data Protection Regulation) (hereinafter referred to as "GDPR") and Act No. 18/2018 Z.z. on the protection of personal data and on the amendment and supplementation of certain laws (hereinafter referred to as "APDP").

Data Controller:

glocco s.r.o., registered office: Zámocká 7013/36, Bratislava - city district Staré Mesto 811 01, Company ID No.: 47 588 292, registration: Commercial Register of the Municipal Court Bratislava III, section: s.r.o., insert no.: 125182/B on whose behalf it acts: B.S.B.A., Bc. Boris Chrenko, managing director as the data controller(hereinafter referred to as "**data controller**").

Data subject (provider of personal data) by checking the designated box **grants consent** to the data controller for the processing of personal data (hereinafter referred to as "**PD**") in accordance with § 13 para. 1 letter a) APDP and article. 6 para. 1 letter a) GDPR (**legal basis for the processing of personal data**).

Scope of processed personal data:

The data controller processes the personal data of the data subject to the extent necessary to achieve the defined purpose, and in the following structure:

- **Identification and contact details:** Title, first name, surname, date of birth, information on nationality, address of permanent or temporary residence, as well as comprehensive data contained in the submitted identity documents (especially ID card or passport), photograph. The processing also includes information about the clean criminal record of the data subject as evidenced by the extract from the criminal record, as well as contact details, including phone number and email address.
- **Data on professional qualifications and career development:** Information about the achieved level of education, professional experience and previous work experience, language competencies, and other specific skills (including a driving license) contained in the submitted CV, possibly in the cover letter and/or job application / supplier position. The scope also includes documentary evidence of acquired qualifications, especially diplomas, certificates, and attestations of professional examinations.
- **Reference and multimedia records:** Reference information provided by third parties for the purpose of verifying professional integrity, as well as audiovisual outputs capturing the audio and visual manifestations of the person concerned (audio and video recordings).
- **Property and financial parameters:** Payment and banking details (bank account number/ IBAN) and relevant documentation proving ownership rights to real estate or other assets of the data subject.

Purpose of processing PD

The purpose of processing the PD of the person concerned is their inclusion in the data controller's comprehensive personnel database for the purpose of actively searching for and acquiring talent (sourcing), the administration, and conducting selection procedures for filling vacant positions or other forms of contractual cooperation (hiring). Processing also includes the necessary verification of professional integrity, expertise, and the truthfulness of the declared facts stated in the submitted documentation, as well as the subsequent mediation and provision of personnel resources for the needs of glocco s.r.o. and its contractual partners (third parties), in connection with the performance of services or fulfillment of contractual obligations for these entities.

Duration of processing PD

The data controller processes PD for the period necessary to fulfill the purpose, but for no longer than 1 year from the date consent is given.

Voluntariness and the withdrawal of consent regime

Granting consent to the processing of PD represents a **free** and **autonomous** expression of will of the data subject.

The data subject is **entitled to withdraw this consent at any time** by sending a request to the data controller's email address: vendors@glocco.com or by sending a written request to the registered office of the data controller: Zámocká 7013/36, Bratislava - Staré Mesto district, 811 01.

In the absence of an earlier withdrawal, the consent becomes invalid upon the expiration of the period explicitly defined in the section "Duration of processing PD".

The withdrawal of consent does not affect the lawfulness of the processing of personal data based on consent prior to its withdrawal.

In the event of withdrawal of this consent, the data controller will stop processing activities in accordance with the relevant legislation, but is not obliged to delete PD that it processes on the basis of a legal basis other than the withdrawn consent, or if there is another legal exception for a different procedure.

Identification of recipients, categories of recipients

The data controller, as part of its processing operations and to the necessary extent to achieve the defined purpose, makes the PD of the data subject available to the following categories of recipients:

- **Public authorities and entities exercising public power:** These are entities to which the data controller is obliged to provide cooperation and personal data *ex lege* based on specific legal regulations (in particular, but not exclusively, law enforcement authorities, courts, supervisory authorities in the field of data protection, state administration authorities in the field of taxes and contributions, or other entities within the exercise of their legal competencies).
- **External experts, professional consultants and advisors:** Entities providing the data controller with professional expertise (especially in the field of legal advice, auditing, human resources, and strategic management), which, in the performance of their activities, are bound by strict legal confidentiality obligations (e.g., lawyers, auditors) or by contractual confidentiality obligations ensuring an equivalent level of protection for the processed data.
- **Providers of information and communication technologies and technical support:** Entities acting as intermediaries that ensure the management, development, and security of the data controller's IT infrastructure, including the maintenance of software solutions for keeping applicant databases, cloud services, and technical servicing of end devices.

The data controller does not transfer PD to third countries outside the European Union or the European Economic Area.

The data controller does not process PD for the purposes of automated decision-making, including profiling.

Identification of the source from which PD was obtained

The data controller primarily obtains PD from the data subjects (in person, by email, through the data controller's website).

Rights of the data subject

In connection with the processing of PD, the data subject mainly has the following rights:

1. on the basis of a request, to require the data controller to confirm whether or not their PD is being processed, under what conditions it is being processed, including the scope, purpose, and duration of processing, and information about the source of the obtained PD;
2. to request the data controller to rectify inaccurate or outdated PD, or to complete incomplete PD;
3. to require the data controller, upon request, to delete/destroy PD if:
 - a) PD are no longer necessary for the purpose for which they were obtained or otherwise processed,
 - b) In cases where PD were processed based on consent and this consent to the processing of PD has been withdrawn, and there is no other legal basis for processing PD or other legal exception.

- c) if the data subject objects to the processing of PD based on legitimate interest and there are no overriding legitimate grounds for processing, or if the data subject objects to direct marketing;
 - d) The PD are processed unlawfully;
 - e) To fulfil a legal obligation, PD must be deleted;
4. Based on a request, require the data controller to restrict the processing of their PD if:
 - a) the data subject contests the accuracy of the PD, during a period enabling the data controller to verify the accuracy of the PD;
 - b) Processing of PD is unlawful and the data subject objects to the erasure of the PD and requests instead the restriction of their use;
 - c) the data controller no longer needs the PD for the purpose of processing them, but the data subject needs them in order to assert a legal claim;
 5. upon request, the data subject may require the data controller to provide the PD concerning them that they have provided to the data controller, and, if technically feasible and if the processing is carried out by automated means, they also have the right to transfer those PD to another data controller;
 6. In the case that the processing of PD is based on consent, the data subject has the right to withdraw this consent;
 7. To file a proposal to initiate proceedings with the Office for Personal Data Protection of the Slovak Republic.

The data subject **has the right to object to the processing** of their PD at any time on grounds relating to their particular situation where the processing of their personal data is carried out pursuant to Section 13(1)(e) or (f) of the APDP, including profiling based on these provisions.

The data subject has the right to object to the processing of PD concerning them for the purpose of direct marketing, including profiling to the extent that it is related to direct marketing.

In the event that the data subject believes that their rights under the GDPR or the APDP have been violated during the processing of their PD, or if they believe that the processing of their personal data is contrary to applicable law, they have the right under § 100 of the APDP to file a petition to initiate proceedings for the protection of personal data. The supervisory authority responsible for the substantive assessment of the legality of processing and for the protection of the rights of data subjects in the Slovak Republic is: **The Office for Personal Data Protection of the Slovak Republic**, Hraničná 12, 820 07 Bratislava 27 Slovak Republic, e-mail: statny.dozor@pdp.gov.sk, website: www.dataprotection.gov.sk

By granting consent, the data subject confirms that they have been informed of their rights under § 19 and § 20 of the APDP and Articles 13 and 14 of the GDPR regarding the protection of their PD.