

## Falck Digital Technology – GDPR Notice

Acting on behalf of Falck Digital Technology Poland Sp. z o.o. based in Warsaw (00-838) at Prosta 67, registered in the Register of Entrepreneurs maintained by the District Court for the Capital City of Warsaw – Economic Court, 12th Commercial Division of the National Court Register under KRS number 0000964322, NIP 5272997346, pursuant to Article 13 of the 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) (OJ L 119, p. 1) (hereinafter: "GDPR"), we hereby inform you that:

1. The Data Controller of personal data processed in the recruitment process is Falck Digital Technology Poland Sp. z o.o. based in Warsaw (00-838) at Prosta 67. Contact with the Data Controller is possible via email at: [DPO@falck.com](mailto:DPO@falck.com).
2. For any matters related to the processing of your personal data by the Controller, you can contact the Data Protection Officer at: [iod@falck.pl](mailto:iod@falck.pl).
3. Personal data will be processed for the purpose of conducting the current recruitment process, and with your consent, also for future recruitments based on your consent (Article 6(1)(a) GDPR).
4. In recruitment processes, the Controller expects the provision of personal data (e.g., in a CV or resume) only to the extent specified in labor law. If a candidate provides other data not required by the Controller, it is assumed that they have consented to its processing, which can be withdrawn at any time without affecting the lawfulness of processing based on consent before its withdrawal. If applications contain information not relevant to the recruitment purpose, they will not be used or considered in the recruitment process.
5. Data collected in recruitment processes will be processed:
  - to fulfill legal obligations related to the employment process, primarily the Labor Code – the legal basis for processing is the legal obligation of the Controller (Article 6(1)(c) GDPR in connection with the Labor Code);
  - to conduct the recruitment process for data not required by law, and for future recruitment processes – the legal basis for processing is consent (Article 6(1)(a) GDPR);
  - to establish or defend against potential claims – the legal basis for processing is the legitimate interest of the Controller (Article 6(1)(f) GDPR).
6. The Data Controller does not transfer data outside the EU/EEA.
7. Personal data processed based on the legitimate interest of the Controller are processed for the period necessary to fulfill that interest or until a valid objection to their processing is raised. If processing is based on consent, data are processed until consent is withdrawn. Data processed based on a legal obligation are processed until the obligation ceases to exist under specific legal provisions.
8. The Data Controller does not transfer data outside the EU/EEA.
9. The data subject has the following rights:
  - the right to information about personal data processing;
  - the right to obtain a copy of the data;
  - the right to rectify data;
  - the right to delete data;
  - the right to restrict processing;
  - the right to data portability;
  - the right to withdraw consent.
10. The data subject also has the right to lodge a complaint with the President of the Personal Data Protection Office regarding unlawful processing of their personal data. This authority is competent to consider the complaint, but the right to lodge a complaint only concerns the lawfulness of personal data processing, not the recruitment process itself.