



_Data Protection Notice with relation to Transition Technologies PSC S.A.'s

processing of the personal data
of job candidates

Fulfilling the information obligation resulting from art. 13 of 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 ("GDPR"), we indicate that:

The Controller of your personal data is Transition Technologies PSC S.A. with its registered office in Łódź at st. Piotrkowska 276, entered in the register of entrepreneurs of the National Court Register (KRS) under number 0000930989, tax ID number (NIP): 7292712388, statistical registration number (REGON): 365249538, with the share capital of PLN 1,468,800.00, whose registration files are kept by the District Court for Łódź-Śródmieście in Łódź, Business Division XX for National Court Register (is referred to as TT PSC).

I. **You can contact the Data Controller by way of:**

- a) traditional mail at: Piotrkowska 276 street, Łódź 90-361;
- b) electronic mail at: contact@ttpsc.com;
- c) telephone at: [+48 661 799 553](tel:+48661799553);
- d) the Data Protection Inspector: gdpr@ttpsc.com;
- e) the e-mail address indicated in point d above, for the purposes of obtaining a copy of the information on safeguards used for processing of data outside the EEA or of information regarding the places where they are made available.

II. **Your data will be processed for the following purposes:**

- a) for the purposes of responding to queries regarding the recruitment processes, the purposes of providing information on current recruitment processes – the legal basis for such processing is **Article 6.1.a of the GDPR**;
- b) the purposes of carrying out and completing the recruitment process – the legal basis for such processing is **Article 6.1c of the GDPR**;
- c) preparation and conclusion of a preliminary contract (if applicable) and employment contracts- the legal basis for such processing is **Article 6.1.b of the GDPR**;
- d) preparation of a referral for medical examinations – the legal basis for processing is **Article 6.1c of the GDPR**, as it is necessary to fulfill the legal obligation under Art. 229 § 4a of the Act of June 26, 1974 – Labor Code, in accordance with the referral template in the relevant Regulation of the Minister of Health and Social Welfare for this obligation,
- e) the purposes of taking action on your initiative with the view to signing a contract (in the event of a successful outcome of the recruitment) – the legal basis for such processing is **Article 6.1.b of the GDPR**; or the purposes of taking action on the initiative of Transition Technologies PSC with the view to signing a contract (in the event of a successful outcome of the recruitment; including the conduct and evaluation of tests of the candidates' qualifications, if applicable) – the legal basis for such processing is the legitimate interest of the Data Controller consisting in recruiting an employee, i.e. **Article 6.1.f of the GDPR**;

- f) to establish, defend or assert claims – the legal basis for such processing is **Article 6.1.f of the GDPR**, as the processing is necessary to pursue a legitimate interest pursued by the Data Controller, consisting in establishing, defending or asserting the same;
- g) in the event of an additional consent being granted – for the purposes of considering you for future recruitment – the legal basis for such processing is **Article 6.1.a of the GDPR**;
- h) in the event that you provide data other than those required by law – on the basis of your consent, for the purposes of implementing the recruitment process – the legal basis for such processing is **Article 6.1.a** of the GDPR, and in the event of provisions of special category data – **Article 9.2.a of the GDPR**,

III. **Your data will be processed for the period of:**

- a) your employment as an employee, as well as for 10 years thereafter – with regard to data contained in the personal questionnaire of a candidate who is eventually hired by the Data Controller;
- b) otherwise, 24 months from the moment of submission of an application, CV or your contact with the Data Controller via the contact form available in the “career” tab – in the event that you consent to participating in recruitment processes during the aforesaid period.

IV. **You have the right to:**

- a) access, rectify, request erasure of your data, as well as the right to restrict processing of your data, the right to data portability, and the right to object to the processing of your data,
- b) withdraw your consent at any time without such withdrawal affecting the lawfulness of the processing carried out on the basis of said consent prior to its withdrawal, insofar as the processing is carried out on the basis of Article 6.1.a or Article 9.2.a GDPR – if you provide the data listed in Art. 9.1 GDPR,
- c) lodge a complaint with the President of the Office for Personal Data Protection (*Prezes Urzędu Ochrony Danych Osobowych*), st. Stawki 2, 00-193 Warsaw, if in your opinion your personal data are processed in violation of the rules on personal data protection.

V. No automated decision-making, including profiling, will be carried out in connection with the processing of your personal data.

VI. **Your personal data may be transferred to:**

- a) other entities within the Transition Technologies group of companies,
- b) providers of IT systems and hosting services for the Company,
- c) recruitment agencies,

- d) entities providing HR and payroll services for the Company,
- e) law firms and legal advisors.

VII. Since the Company conducts business internationally, it may be necessary to transfer your personal data outside the European Economic Area. Each and every instance of transferring of your data outside the European Economic Area will involve the implementation of certain measures by the Company, aimed at protecting your rights and freedoms, in particular in the event that such transfer of data is made to the United States of America, in the light of to the ruling of the judgment of the Court of Justice of the European Union of July 16, 2020 in Case C-311/18 (Data Protection Commissioner v. Facebook Ireland Limited and Maximilian Schrems), which has found that the U.S. does not meet an adequate level of protection. The transfer will be carried out in line with the safeguards permitted under the GDPR, that is:

Each and every instance of transferring of your data outside the European Economic Area will involve the implementation of certain measures by the TTPSC, aimed at protecting your rights and freedoms, in particular in the event that such transfer of data is made to the United States of America, in the light of to the ruling of the judgment of the Court of Justice of the European Union of July 16, 2020 in Case C-311/18 (Data Protection Commissioner v. Facebook Ireland Limited and Maximilian Schrems), which has found that the U.S. does not meet an adequate level of protection.

The transfer will be carried out in line with the safeguards permitted under the GDPR, that is:

- a) to a country with regard to which the European Commission has issued a decision affirming the adequacy of safeguards applied in the area of personal data protection (Article 45.1. of the GDPR),
or
- b) pursuant to the standard contractual clauses referred to in Article 46.2.c of the GDPR.

VIII. Your provision of your personal data to the extent required by the provisions of labour law is mandatory and necessary for the purposes of the recruitment process; these include: forename(s) and surname, date of birth, your contact details, completed education, professional qualifications, previous employment record (data relating to and necessary for the performance of work of a specific type or in a specific position). Your provision of any data other than those listed above is voluntary, and your refusal to provide the same will not entail any adverse consequences for you. In the course of the recruitment process, you should not provide special category data (i.e. data such as those listed in art. 9 of the GDPR, concerning your racial or ethnic origin, political views, religious or philosophical beliefs, trade union membership, genetic data, biometric data, data concerning health, sexuality or sexual orientation; or data such as those listed in art. 10 of the GDPR: criminal convictions or violations of law). However, if you wish to do so (data

such as art. 9 of the GDPR) because you believe it to be necessary for the recruitment process, you will be required to give your explicit consent for the processing thereof by way of: completing an additional statement that you will receive from our HR Department. If we do not have your unambiguous consent to the processing of categories of data base on art. 9 of the GDPR and when you provide us with the data from the art. 10 of the GDPR – we will have to remove them from your application documents and do not include them in the recruitment process.

- IX. Should the Data Controller plan to process your personal data for any purpose other than the purposes defined in Section II above, you will be informed in advance of any such other purpose and provided with any relevant information regarding such processing via email.