GDPR Information Clause for Job Applicants

In accordance with Article 13(1) and (2) of the General Data Protection Regulation (EU) 2016/679 of 27 April 2016 (GDPR), we inform you that:

1. The **data controller** is Specific-Group Poland Sp. z o.o., located at: Józefa Sarego Street 22/3, 31-047 Kraków,
   contact: office.krakow@specific-group.com /+48 123830495.
2. Your personal data will be processed for the purpose of:
   - conducting the recruitment process for the position specified in the job advertisement,
   - and, if you give your consent, for future recruitment processes.
3. The **legal basis** for processing your data is:
   - Article 6(1)(b) of the GDPR (processing necessary to take steps prior to entering into a contract),
   - Article 6(1)(a) of the GDPR (your consent – for additional data or future recruitment).
4. Your data may be shared with entities supporting the controller in IT services, HR consulting, or personnel administration.
5. Your data will be stored for:
   - the duration of the recruitment process and up to 6 months after its completion,
   - or until you withdraw your consent – in the case of future recruitment.
6. You have the **right to**:
   - access your data, rectify it, erase it, restrict its processing, transfer it, and object to its processing.
7. Providing your personal data is voluntary but necessary to participate in the recruitment process.
8. Your data will not be processed in an automated manner or subject to profiling.
9. You have the right to lodge a complaint with the President of the Personal Data Protection Office.