GDPR

Controller's Information Obligation

(hereinafter also the "Personal Data Protection Principles")

pursuant to Article 14 of Regulation (EU) 2016/679 of the European Parliament and of the Council on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (hereinafter the "Regulation") in accordance with
Section 19 of Act No. 18/2018 Coll. on the Protection of Personal Data (hereinafter the "Act").

CONTROLLER:

Business name: HACO, a.s.

Registered office: 1.mája 1850, 031 80 Liptovský Mikuláš

Company ID (IČO): 34114661

registered in the Commercial Register of the District Court Žilina, Section: Sa, Insert No. 10794/L

Controller's contact details: *Contact person: Miroslava Piačeková*

0905 360 433 *Miroslava.piacekova@lsphaco.com* *1. Mája 1850, 031 80 Liptovský Mikuláš*

We would like to inform you that, as the controller, we process your personal data **for the purpose of maintaining a database of job applicants**, **which you, as the data subject, did not provide to us directly, but which originate from a specific source.** The purpose of the processing is the reason for which your personal data are processed in our information system on a precisely defined legal basis, which is your consent as the data subject pursuant to Article 6(1)(a) of the Regulation. The purpose is therefore specified, explicitly stated and legitimate, and when processing the personal data of data subjects we comply with the principle of lawfulness pursuant to Articles 6 and 9 of the Regulation. However, as a data subject, you have the right to withdraw your consent at any time. The withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal.

Categories of personal data concerned: data from the CV and cover letter

Personal data retention period: 1 year from the date of inclusion in the database of job applicants

Source from which the personal data originate: www.profesia.sk, ...

Recipients or categories of recipients of personal data: None

Cross-border transfer of personal data: Not carried out

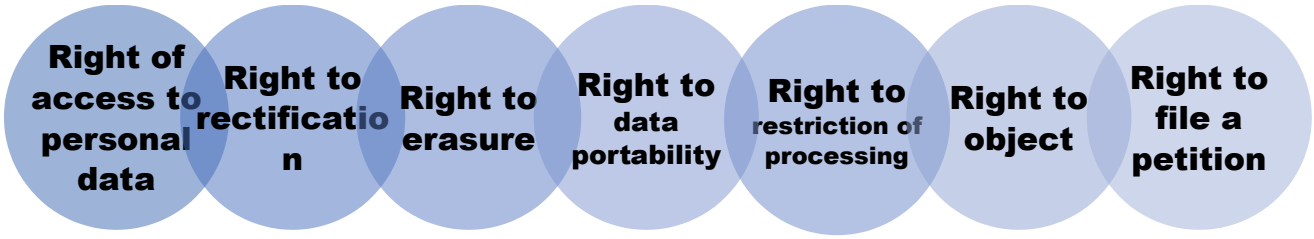
Information on the existence of automated decision-making, including profiling: No profiling is carried out

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Rights of data subjects:



A data subject is a natural person whose personal data we process, in particular, but not limited to, employees and clients. Data subjects whose personal data are processed in our information systems for specifically defined purposes have rights which they may exercise in writing or electronically with the controller's contact person. YOU are the data subject.

Right of access to personal data

i.e. the right to ***obtain*** *from the competent person* ***confirmation as to whether or not personal data concerning the data subject*** *who has exercised this right are being processed, as well as* ***the right to access such data.*** *As a data subject, you are entitled to access information on: the purposes of the processing, the categories of personal data concerned, the recipients, the period of processing and storage, the logic involved in any automated processing and, where applicable, the consequences of such processing, etc. (Article 15 of the Regulation). As the controller, we have the right to use all reasonable measures to verify the identity of a data subject who requests access to data, in particular in the context of online services and online identifiers. At the request of the data subject, the controller shall issue a confirmation as to whether or not personal data concerning the data subject are being processed. Where the controller processes such data, it shall, upon request, provide a copy of the data subject's personal data. The first copy is provided free of charge. For any further copies requested by the data subject, the controller shall charge a fee corresponding to the administrative costs incurred in providing the copy. Where the data subject makes the request by electronic means, the information shall be provided in a commonly used electronic form, namely by e-mail, unless otherwise requested by the data subject.*

Right to rectification

where the controller holds inaccurate personal data concerning the data subject. The data subject also has the right to have incomplete personal data ***completed****. The controller shall rectify or complete the personal data without undue delay after being requested to do so by the data subject.*

Right to restriction of processing

may be exercised if you, as a data subject, contest the accuracy of the personal data and other requirements within the meaning of Article 18 and Recital 67 of the Regulation, by means of temporarily moving the selected personal data to another processing system, making the selected personal data unavailable to users, or temporarily suspending the processing.

Right to erasure

("right to be forgotten") of personal data concerning the data subject. However, given its nature and significance, this right of the data subject is limited by further conditions, i.e. the controller shall erase personal data without undue delay after the data subject exercises this right where one of the following grounds applies: a) the personal data are no longer necessary in relation to the purposes for which they were collected or otherwise processed; b) the data subject withdraws the consent on which the processing is based; c) the data subject objects to the processing of personal data; d) the personal data have been unlawfully processed; e) the personal data have to be erased for compliance with an obligation under an act, a special regulation or an international treaty by which the Slovak Republic is bound; or f) the personal data have been collected in relation to the offer of information society services to a person under 16 years of age.

The data subject ***shall not have the right to erasure*** *of personal data where the processing is necessary: a) for exercising the right of freedom of expression and information; b) for compliance with an obligation under an act, a special regulation or an international treaty by which the Slovak Republic is bound, or for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller; c) for reasons of public interest in the area of public health; d) for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes, in so far as the right to erasure is likely to render impossible or seriously impair the achievement of the objectives of that processing; or e) for the establishment, exercise or defence of legal claims.*

The controller shall erase the personal data of data subjects upon request, without undue delay after it has assessed that the data subject's request is justified.

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Right to data portability

as a data subject, you have the right to have the personal data you have provided to the controller transmitted to another controller in a commonly used and machine-readable format, provided that the personal data were obtained on the basis of the data subject's consent or on the basis of a contract and the processing is carried out by automated means.

Right to file a petition to initiate proceedings

The data subject has the right to file a petition to initiate proceedings with the Office for Personal Data Protection of the Slovak Republic if they believe that their rights in the area of personal data protection have been infringed.

Right to object

The data subject has the right to object at any time, on grounds relating to their particular situation, to the processing of their personal data. They may object to the processing of their personal data based on a) the legal basis of the performance of a task carried out in the public interest or in the exercise of official authority, or the legal basis of the legitimate interest of the controller; b) the processing of personal data for direct marketing purposes; c) processing for scientific or historical research purposes or statistical purposes. We will assess the objection received within a reasonable time. In such a case, we may no longer process the personal data unless we demonstrate compelling legitimate grounds for the processing which override the rights or interests of the data subject, or grounds for the establishment, exercise or defence of legal claims.

Further information:

- In order to ensure maximum protection of your personal data, we, as the Controller, have adopted appropriate personnel, organisational and technical measures. Our aim is to prevent, or reduce to the greatest extent possible, the risk of leakage, misuse, disclosure or other use of your personal data. **Should an event occur that is likely to result in a high risk to the rights and freedoms of natural persons, you, as the data subject, will be contacted without undue delay (Article 34 of the Regulation).**
- In order to uphold the principles of personal data processing laid down by the Regulation and the Act, in particular the principle of data minimisation, **we request from you, as the data subject, only such personal data as are a necessary statutory or contractual requirement for fulfilling the purpose of their processing. Please note that failure to provide this mandatory data necessary for entering into a contract may result in the contractual relationship not being concluded.**

E-MAIL Miroslava.piacekova@lsphaco.com

PHONE 0905 360 433

If you would like further information on the processing of personal data, or wish to submit a request or exercise your rights as a data subject, please contact the contact person.