

Personal data processing for the purposes of the recruitment processes at the EURORESSURS AS and EURORESSURS Sp. z o.o.

Information in accordance with an 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, generally known as the General Data Protection Regulation (GDPR):

1. **Controller** – Joint controllers of your personal data are associated companies: the **EuroRessurs AS**, 6 Koppholen St., 4313 Sandnes, Norway, tel.: +47 486 41 708, email address: officeno@euroressurs.com and the **EuroRessurs Sp. z o.o.**, 2B Puławska St., 02-566 Warsaw Poland, tel.: +48 692 458 169, email address: officepl@euroressurs.com.
2. **The purpose of personal data processing and legal basis for this processing** – The personal data provided by you will be processed for the Controller's recruitment process for a specific job position at EuroRessurs AS for which application was submitted, and to provide recruitment services, in particular to recommend candidates who meet the expected requirements to the Controller's clients. Data will be processed for the purpose of the current recruitment process on the basis of Article 6 (1)(b) of the GDPR and for the subsequent recruitments processes on the basis of your consent (Article 6 (1)(a) of the GDPR).
3. **Recipients of the data** - The personal data provided by you may be passed on to the companies, to which the Controller provides recruitment services and may also be shared to external entities providing legal and the IT services for the Controller. The recipients of these personal data may also be authorized public authorities.
4. **Duration of storage** - The personal data provided by you will be stored until the end of the recruitment process, which at the Controller lasts until employment with a contract other than for a trial period. In the case of your consent to the processing of personal data for the purposes of subsequent recruitment processes, these data will be stored for a period of 24 months from the consent date or confirmed refreshing of such consent.
5. **Right of access** - You have the right to request from the controller access to and rectification or erasure of personal data or restriction of processing concerning the data subject as well as the right to data portability, i.e. receive a copy of these data.
6. **Right to withdraw the consent** – You can withdraw any consent to the processing of personal data granted to us at any time. Please note that the withdrawal only becomes effective for the future. Any processing made before the withdrawal is not affected.
7. **Right to lodge a complaint** – You're entitled to lodge a complaint with the:
 - Norwegian Data Protection Authority (DPA) – 458 Postboks Sentrum, 0105 Oslo, Norway;
 - President of the Personal Data Protection Office, 2 Stawki St., 00-193 Warsaw, Poland.
8. **Provision of data** – The provision of your personal data is requested pursuant to Article 6(1)(b) GDPR and it is mandatory. Failure to provide personal data makes it impossible to participate to the recruitment procedure. The provision of your other personal data is not necessary.
9. **Automated decision making** – The personal data provided by you won't be profiled and processed in a way that results in solely automated decisions, that have a legal or similarly significant effect on individuals.

Information on Joint Controllers

Personal data processing for the purposes of the recruitment processes at the EURORESSURS AS and EURORESSURS Sp. z o.o.

Information in accordance with an Article 26 (2) 2nd sentence 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, generally known as the General Data Protection Regulation (GDPR):

1. Joint controllers of your personal data are the **EuroRessurs AS**, 6 Koppholen St., 4313 Sandnes, Norway, tel.: +47 486 41 708, email address: officeno@euroressurs.com and the **EuroRessurs Sp. z o.o.**, 2B Puławska St., 02-566 Warsaw Poland, tel.: +48 692 458 169, email address: officepl@euroressurs.com.
2. **EuroRessurs AS** and its subsidiary **EuroRessurs Sp. z o.o.** are associated companies and jointly determine the purposes and means of processing personal data of job candidates.
3. **EuroRessurs Sp. z o.o.** operates on the market as an employment agency (number 17370 in the Polish Registry of Employment Agencies).
4. The personal data provided by you are processed only in the electronic form.
5. Main IT software processing tool is the *eRecruiter* system, which is operated by **EuroRessurs sp. z o.o.**
6. Personal data are collected using electronic forms available with the job advertisements published on the *eRecruiter* tool website.
7. Duties to provide the information referred to in Articles 13 and 14 of the GDPR are performed by **EuroRessurs Sp. z o.o.**
8. Handling of requests from data subjects and other obligations of the controller described in Articles 15 to 20 of the GDPR are performed by **EuroRessurs Sp. z o.o.**
9. **EuroRessurs Sp. z o.o.** is designated as a contact point for the data subjects.
10. Obligations to report a personal data breach to the supervisory authority and to notify the data subject under Articles 33 and 34 of the GDPR are served by **EuroRessurs Sp. z o.o.**