

PRIVACY NOTICE
(on the processing of the personal data of job applicants)

In preparing this data privacy notice, we have, in particular, taken into account the provisions of Regulation (EU) 2016/679 (27 April 2016) 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, and repealing Directive 95/46/EC (hereinafter: **GDPR**), and Act CXII of 2011 on the right of informational self-determination and the freedom of information (hereinafter: '**Freedom of Information Act**').

I. SCOPE OF THE PROCESSED PERSONAL DATA

Data subjects applying for open positions at **BrainVisionCenter Nonprofit Korlátolt Felelősségű Társaság** (hereinafter: '**Data Controller**') may voluntarily provide their personal data (e.g. name, birth name, place and date of birth, mother's name, place of residence, education, language skills, work experience, image, etc.), however, the provision of certain personal data (such as name, e-mail address, telephone number, education) is essential for the evaluation of the data subject's application and for notifying the data subject about the result of the evaluation, as well as for informing the data subject about open and available positions at the Data Controller.

II. LEGAL BASIS AND PURPOSE OF DATA PROCESSING, DURATION OF DATA PROCESSING

The legal basis of data processing is the *consent of the data subject*.

We process the data of the data subject for the purpose of evaluating the applications received for the job posting published by the Data Controller, and for notifying the result of the evaluation of the application, as well as for filling the positions posted by the Data Controller, and informing about open and available positions at the Data Controller.

In the case of job postings by the Data Controller, the data of the data subject will be processed until the job in the posting is filled and the data subject is notified of the evaluation of the *application, with the provision that the data of the data subject will be deleted no later than 30 (thirty) days after the expiry of the application deadline*.

In the absence of a specific job posting or after filling the position in the specific job posting and notifying the data subject of the evaluation of the application, the data of the data subject will be processed with the express consent of the data subject, *provided that the data of the data subject will be deleted no later than 5 (five) years after the provision of the personal data*. In this case, we process the data of the data subject for the purpose of filling open positions during the data processing and informing the data subject about open and available positions at the Data Controller.

Please note that, as allowed by applicable legislation, in order to *enforce the legitimate interest* of the Data Controller (e.g. in the case of a labour dispute initiated by the applicant), we may process your data without further specific consent and after the termination of the above legal basis.

III. DATA AND CONTACT DETAILS OF THE DATA CONTROLLER

BrainVisionCenter Nonprofit Korlátolt Felelősségű Társaság
Registered address: Liliom utca 43-45. 6. em.1. a, HU-1094 Budapest
Company registration number: 01-09-395007
Tax number: 27715446-2-43
Represented by: dr. József Balázs Rózsa Managing Director
E-mail address: info@brainvisioncenter.com
Website: www.brainvisioncenter.com

Further options for contacting the Data Controller are available on the Controller's website.

The Data Controller carries out the collection, storage and evaluation of the received applications through a data processor, so the Data Controller's managing director and the data processor referred to point 1 in section III of this notice, shall have access to the personal data of the data subject to the extent necessary for the performance of their work.

IV. DATA OF THE DATA PROCESSOR

1.

Employer informs the Employee that it uses a data processor for the following employer activities.

Data and contact details of the data processor:

Femtonics Kutató és Fejlesztő Korlátolt Felelősségű Társaság

Registered address: Tűzoltó utca 59, HU-1094 Budapest

Company registration number: 01-09-735548

Tax number: 13445243-2-43

Represented by: dr. József Balázs Rózsa Managing Director

E-mail address: hr@femtonics.eu

Website: www.femtonics.eu

HR SERVICES, RECRUITMENT

The Data Controller informs the data subject that recruitment (including: pre-screening of CVs, organising and conducting job interviews, organizing tests of professional content, etc.) is carried out through the data processor.

Scope of personal data provided: the personal data specified in section I. of this notice

Legal basis for the data transfer: Article 28(1) of the GDPR, agreement between the data controller and the data processor

V. RIGHTS AND REMEDIES RELATING TO DATA PROCESSING

The data subject may request the Data Controller:

- (a) information on the processing of his/her personal data;
- (b) access to his/her personal data;
- (c) rectification of his/her personal data;
- (d) in cases under Article 18 (1) of the GDPR, restriction of the processing of his/her personal data;
- (e) erasure or blocking of his/her personal data – with the exception of mandatory data processing.

Please send your request for information, rectification, blocking or erasure to the e-mail address hr@femtonics.eu. Upon the written request of the data subject – within 15 (fifteen) days – we will provide written information on the processing of his/her personal and other data provided to us, rectify such data without delay, or delete them without delay at his/her request.

Pursuant to Article 18 of the GDPR, the data subject shall have the right to obtain at his/her request the restriction of processing by the Data Controller if one of the following conditions is met:

- a) the data subject contests the accuracy of the personal data; such restriction shall be valid for a period enabling the Data Controller to verify the accuracy of the personal data;
- b) the processing is unlawful and the data subject opposes the erasure of the personal data and requests the restriction of their use instead;
- c) the Data Controller no longer needs the personal data for the purposes of the processing, but they are required by the data subject for the establishment, exercise or defence of legal claims; or
- d) the data subject has objected to the data processing pursuant to Article 21(1) of the GDPR; in this case such restriction shall be valid for the period until it is determined whether the legitimate reasons of the Data Controller take precedence over the legitimate reasons of the data subject.

Pursuant to Article 20(1) of the GDPR, the data subject has the **right to data portability**, that is, the right to receive the personal data provided to the Data Controller in a structured, commonly used, machine-readable format and to transmit those data to another controller without the Data Controller preventing him/her from doing so. The data subject is also entitled to request – if technically feasible – the direct transfer of the personal data between the data controllers.

Pursuant to Article 11(1) of the GDPR, the data subject has the right to **object at any time to the processing of his/her** personal data as provided for in Article 6(1) (e) or (f) of the GDPR, including profiling based on those provisions, for reasons related to his/her particular situation. In such case, the Data Controller may no longer process the personal data unless demonstrates compelling legitimate grounds for the processing which override the interests, rights and freedoms of the data subject or are related to the establishment, exercise or defence of legal claims.

At the **National Authority for Data Protection and Freedom of Information** ('NAIH', address: Falk Miksa utca 9-11, HU-1055 Budapest; postal address: P.O. Box: 9, HU-1363 Budapest, telephone: +36-1-391-1400; fax: +36-1-391-1410; e-mail: ugyfelszolgalat@naih.hu) the data subject may initiate an investigation on the grounds that there has been an infringement or an imminent risk of an infringement in relation to the processing of personal data.

In the event of a violation of his/her rights, the data subject may apply to a **court** in connection with data processing, stating that the proceedings may also be initiated before the regional court of his/her place of residence or place of stay, at the discretion of the data subject.

The rights and legal remedies relating to data processing are set out in detail in Chapters III and VIII of the GDPR and in Chapters II/A and VI of the Freedom of Information Act.

VI. ALL OTHER FACTS AND DATA RELATING TO DATA PROCESSING

The Data Controller uses all technical and other means at its disposal to ensure the safe storage and safeguarding of data and to prevent the misuse of data. In order to prevent the unauthorized use and misuse of the processed personal data, the Data Controller applies extensive technical and operational security measures. The data controller regularly monitors and improves its security procedures.

Budapest, 31 May 2023.