



INFORMATION CLAUSE CONCERNING THE PURPOSES AND RULES OF PERSONAL DATA PROCESSING

In accordance with 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 (hereinafter referred to as "GDPR"), we would like to inform you that by sending this application form, you hereby agree to the processing by:

- Towarzystwo Ubezpieczeń na Życie Cardif Polska S.A. with its registered office in Warsaw, Plac Piłsudskiego 2, 00-073 Warsaw
or
- Cardif Assurances Risques Divers S.A. Branch in Poland with its registered office in Warsaw, Plac Piłsudskiego 2, 00-073 Warsaw,
or
- Cardif Services Sp. z o.o. with its registered office in Warsaw, Plac Piłsudskiego 2, 00-073 Warsaw, (further separately: "Entity of the BNP Paribas Cardif Group in Poland" or jointly: „Entities of the BNP Paribas Cardif Group in Poland”),

of your personal data included in the recruitment application form to the extent and purpose necessary for the Entity/Entities of the BNP Paribas Cardif Group in Poland to carry out the recruitment process for the position indicated in the job offer or positions that require similar competencies as part of future recruitment processes carried out by the Entity / Entities of the BNP Paribas Cardif Group in Poland (only if you do not withdraw your consent for participation in future recruitment processes).

Who is the Administrator of your personal data and how can you contact him?

- The Administrator of personal data shall be: Cardif Assurances Risques Divers S.A. Branch in Poland with its registered office in Warsaw, Plac Piłsudskiego 2, 00-073 Warsaw or Towarzystwo Ubezpieczeń na Życie Cardif Polska S.A. with its registered office in Warsaw, Plac Piłsudskiego 2, 00-073 Warsaw or Cardif Services Sp. z o.o. with its registered office in Warsaw, Plac Piłsudskiego 2, 00-073 Warsaw.
- In connection with Cardif Assurances Risques Divers S.A. Branch in Poland S.A., Towarzystwo Ubezpieczeń na Życie Cardif Polska S.A. and Cardif Services Sp. z o.o. using the same IT system, they will co-administer your personal data, with the reservation that it will not be incompatible with the scope and purpose of processing personal data provided while sending the recruitment application.
- You can contact the data Administrator, for whom the data protection officer is appointed, in all matters concerning personal data processing and rights related to data processing by writing a letter or sending an e-mail to the addresses below:



*Data Protection Officer
BNP Paribas Cardif w Poland
at: Pl. Piłsudskiego 2
00-073 Warsaw*



iod@cardif.pl



What is the scope of personal data processed by the Entities of BNP Paribas Cardif Group in Poland?

- The scope of personal data processed (specified in the recruitment notice requirements) may cover the following: full name, contact details (e.g. correspondence address, email address, phone number), education, professional experience or other data indispensable and necessary to participate in the recruitment process.
- Other personal data (including the facial image) is processed on the basis of your voluntary consent granted by sending an application in response to a job offer, provided that data submission does not affect the possibility to participate in the recruitment process.

What is the purpose of the processing of your personal data?

- Based on the application form submitted, personal data will be processed for the following purposes:
 - To perform the activities related to the participation in the recruitment process or submission of a job application form to the Entities of the BNP Paribas Cardif Group in Poland (Article 6 (1) (a) of the GDPR), provided that this may apply both to the ongoing and future recruitment processes;
 - To fulfil legal obligations of the data Administrator, in particular to comply with legal obligations imposed on the data Administrator (Article 6 (1) (c) of the GDPR);
 - To achieve the legitimate interests pursued by the data Administrator in establishing, exercising or defending legal claims, provided that the claims concern the conducted recruitment process (Article 6 (1) (f) of the GDPR).

What are your rights with regard to entrusting personal data to the Entities of the BNP Paribas Cardif Group in Poland?

- Right of access – you have the right to access your personal data, and the processing of such data for any other purposes than those set out above is subject to your prior consent.
- Right to rectification – if you consider your personal data to be inaccurate or incomplete, you may request the modification of such data.
- Right to erasure or restriction of personal data processing – you may withdraw consent for the processing of your personal data or restrict their processing at any time, provided that the withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal.
- Right to object – in so far as the legitimate interests of the Administrator provide a legal basis for processing of your personal data, you have the right to object to their processing, in particular, you have the right to object to processing of such data for direct marketing purposes pursued by the data Administrator.
- Right to data portability – in so far as your personal data are processed to carry out the recruitment process, you have the right to transfer personal data, i.e. receive them from the data Administrator in a structured, commonly used and machine-readable format. Based on your consent, those data may be transmitted to another data Administrator.
- Right to lodge a complaint – with regard to processing of your personal data, you have the right to lodge a complaint with a supervisory authority for personal data protection.



Who can be the recipient of your personal data?

- Your personal data will be processed by eligible employees of the Entities of the BNP Paribas Cardif Group in Poland, provided that the processing of these data will be carried out to the extent and for the purpose necessary to achieve the purpose of data processing.
- Your personal data may be transferred by the Entities of the BNP Paribas Cardif Group in Poland to processors that process personal data on behalf of the group, e.g. IT services providers or archiving companies, provided that in each case such processing will be carried out on the basis of an agreement signed with an entity of the BNP Paribas Cardif Group in Poland and solely in accordance with the instructions provided by such entity.

How long can the Entities of the BNP Paribas Cardif Group in Poland process your personal data?

- Personal data entrusted by you will be kept no longer than is necessary for the purposes for which the consent was granted, that is:
 - for 5 years from the date of:
 - the last modification made by you on your candidate's profile, or
 - the last modification made by the Entity of the BNP Paribas Cardif Group in Poland, by which it is meant to mark the fact of employment or non-employment on the candidate's profile

refers to persons who have not been employed by an Entity / Entities of the BNP Paribas Cardif Group in Poland, but have agreed to use their data in future recruitments and persons who have been employed but have terminated their cooperation with the Entity of the BNP Paribas Cardif Group in Poland;

- until completion of recruitment in connection with the submitted recruitment application

in relation to persons who have not been employed by the Entity / Entities of the BNP Paribas Cardif Group in Poland and did not consent to the use of their data in future recruitments;

TRANSFERRING PERSONAL DATA OUTSIDE OF THE EUROPEAN ECONOMIC AREA

- In the case of an international data transfer from the European Economic Area (EEA), if the European Commission concluded that the country of destination, not belonging to the EEA, provides appropriate levels of data protection, your personal data may be transferred on this basis, providing that this shall be integral to achieving the objective of processing. In such cases, no special authorisation is required.
- In case of data transfers to countries not belonging to the European Economic Area whose protection levels have not been found appropriate by the European Commission, we will ensure appropriate legal safeguards in the form of standard contractual clauses of personal data protection, approved by the European Commission.



CONSENT

By submitting an application in the recruitment process, I hereby consent to the processing of my personal data included in the application by Towarzystwo Ubezpieczeń na Życie Cardif Polska S.A., Cardif Assurances Risques Divers S.A. Branch in Poland or Cardif Services Sp. z o. o., respectively, to the extent and purpose necessary for this and future recruitment processes. I am aware that this consent may be withdrawn at any time, provided that the withdrawal does not affect the lawfulness of the personal data processing carried out on the basis of the consent before its withdrawal.

If you want your personal data to be used only as part of the recruitment process carried out for the position indicated in the notice, please send us an email with such information to the following email address: *rekrutacja@cardif.pl*

The submission of data indicated in the application form is voluntary, however necessary to participate in a recruitment process.