



PROCESSING DATA POLICY FOR APPLICANTS

INFORMATION ON THE PROCESSING OF PERSONAL DATA IN ACCORDANCE WITH ARTICLES 13 AND 14 OF REGULATION (EU) 2016/679

For the purpose of evaluating your application and managing the application process to fill vacancies, Markas GmbH, Dürnauergasse 10, 3100 St. Pölten, Austria ("Markas Austria"), together with other companies in the Markas group of companies, will process the data you provide in the online form or via e-mail or other channels, including the information contained in the documents provided.

These data usually include name, title, gender, date of birth, nationality, address, language skills, curriculum vitae, references, certificates, covering letter, photo, references, the position for which you are applying, salary expectations, desired entry date, application date, acknowledgement of data protection information and consent to data processing as well as other data provided or collected within the context of the application process.

This data processing is carried out for handling the application process and thus for the implementation of pre-contractual measures within the meaning of Art. 6 para. 1 lit b GDPR. Any processing going beyond the statutory storage period as well as a transfer to other companies within the Markas Group is based on your consent, if given. Your application cannot be processed without the provision of at least the essential information required for the evaluation of your application.

If you have given your consent, your application may be forwarded to other companies within the Markas Group for evaluation of your application, if we see potential for you in other areas of the Markas Group: (Italy: Markas S.r.l., Schlachthofstraße 61, 39100 Bolzano; Romania: Markas Service, Str. Rodnei Nr. 24, et. I, 540342 Târgu-Mureş; Germany: Markas GmbH, Ottobrunner Straße 39, 82008 Unterhaching).

If you have given your consent, your personal data will be stored for two years in the applicant pool of Markas GmbH and used in order to be able to consider your application for future vacant positions within the group of companies.

Without your consent, your application data will be deleted after six months. Longer storage periods may also result in individual cases from the fact that the data is necessary for the assertion, exercise or defense of legal claims before an authority or that legal storage obligations exist. However, the data will be stored for as long as is necessary to fulfil these purposes. In the event of the conclusion of an employment relationship, your data will be further processed within the scope of the personnel file.

If the legal requirements are given, you have the right to obtain information about the data processed by us about you as well as the right of correction, deletion, restriction of processing; objection to processing as well as the right to data transfer. You can revoke any consent to the keeping of records of your application data and concerning the transmission within the group of companies at any time (also separately from each other) with effect for the future.

To assert these rights or for general questions regarding data processing, please contact AT-bewerbung@markas.at by e-mail.

Our data protection officer can be contacted by e-mail at AT-Datenschutz@markas.com (for inquiries from Austria) or DE-Datenschutz@markas.com (for inquiries from Germany).

You also have the right to complain to the responsible supervisory authority if you are of the opinion that your personal data is not being processed lawfully.