

# Privacy policy statement

## Data Protection Statement – Power & Infrastructure Resourcing

### Data protection information for applicants

#### 1. Who is responsible for data processing and who can I contact?

Responsibility is held by Powerlines Group GmbH, Johann-Galler-Straße 39, A-2120 Wolkersdorf, in the Weinviertel region of Austria. E-mail: [datenschutz@powerlines-group.com](mailto:datenschutz@powerlines-group.com)

#### 2. Which sources and data do we use?

By registering in our online candidate portal you have agreed to provide us with your personal data in order to be considered for a specific job. Data to be saved in the candidate database include your name, and the usual correspondence details, such as your postal address, e-mail address and telephone numbers. The various types of data are drawn from the documents you upload and enclose, such as CVs, certification, evidential documentation. We also record your correspondence and information from conversations and meetings held in the course of the applicant selection process.

These data include:

- Your IP address
- Personal data you provide, such as your name, address, introductory letter, CV etc.

You hereby acknowledge that the Powerlines Group, as an international corporate group, is active in many countries gathering information which will help to ensure uniformity when evaluating applicants. Authorised Powerlines Group employees and third parties also authorised by the Powerlines Group shall be entitled to process personal data – manually and/or automatically.

Please only use private e-mail addresses for inquiries.

Your data are stored and processed and automatically encoded for transfer purposes. The precautions employed to ensure data protection rely on the most modern technology available.

#### 3. To what purpose do we process your data and upon what legal basis?

Data are saved, evaluated, processed and/or forwarded internally for the purposes of screening and selecting applicants. The main purpose of processing data is to meet the requirements set for ensuring the best applicants can be shown to have been chosen for employment, based on objective selection criteria, qualifications, suitability for a specific job etc.

The data are processed in an anonymised form for statistical purposes (such as reporting). It is not possible to relate the data to a specific individual.

### **3.1 Conducting pre-contractual procedures (art. 6 para. 1 b EU-GDPR)**

The processing of personal data is required to form the basis of a decision on the suitability of a job applicant.

### **3.2 Weighing up interests (art. 6 para. 1 f EU-GDPR)**

If necessary, in individual cases personal data will be processed beyond the degree required to ensure contractual fulfilment, when needed to meet our justified interests or the justified interests of third parties.

Above all, this is done for economic and legal reasons to prevent multiple applications and the provision of deliberately misleading or incorrect information.

### **3.3 Granting of permission (art. 6 para. 1 a EU-GDPR)**

As soon as we have received permission to process personal details for specific reasons (e.g. inclusion in the talent pool, information about the availability of interesting jobs, the forwarding of data to other subsidiaries), we shall be legally entitled to do so based upon this permission. Consent can be revoked at any time. Revocation of consent shall have no effect upon the legality of data processing conducted prior to the moment of revocation.

## **4. Who accesses and receives applicant-related data?**

If you have applied for a specific position your data will be accessible to the recruiting staff responsible in the Human Resources department, and to the members of staff responsible for selecting applicants in the respective area of specialisation.

Powerlines Group GmbH, Johann-Galler-Straße 39, A-2120 Wolkersdorf im Weinviertel, Austria, supports all of the subsidiaries within the Powerlines Group in the field of staff recruitment. Your data will not be forwarded to other companies, or to groups of people or individuals outside the Powerlines Group GmbH and its subsidiaries.

## **5. Will data be passed on to third countries or an international organisation?**

Data transfer to third countries outside of the European Union and UK do not occur.

## **6. How long will personal data be saved?**

If you have submitted an application, but have received a letter of rejection, your details will be stored a further 6 months subsequent to the dispatch of the letter. A profile of your application is anonymised and stored for statistical purposes. Subsequently, your user account and application documents will be deleted. You will not be informed when your data are deleted.

If you have applied for employment, but we are unable to offer you a position, if we

consider you suitable you will receive a message informing you that your application has been entered into a talent pool for a certain period – if you have granted us permission to do so. A user account also gives you the opportunity to demand the deletion of your data under ‘data approval’.

## **7. What data protection rights do you have?**

A user account enables you to access the electronic data you have entered into the Haufe portal, and to alter them and to delete them directly yourself at any time.

Any person affected is legally entitled to demand and receive information about how his/her personal data are processed. He/she is entitled to demand the correction of details, the deletion of data, to set restrictions for processing, and to demand parts or all of his/her data are transferred to their owner (articles 15 to 20 EU-GDPR) within the framework of the law. If you wish to take advantage of any of these rights, please e-mail us: **enquiries@pi-resourcing.com**

You are also entitled to submit complaints to the respective data protection supervisory authority:

- Austria: Austrian Data Protection Authority (<https://www.dsb.gv.at/>)
- The United Kingdom: Information Commissioner’s Office (ICO) (<https://ico.org.uk/>)

## **8. Information about the right to object according to article 21 EU-GDPR**

For personal reasons, the applicant shall at any time be entitled to lodge an objection to the processing of his personal data based on the stipulations of article 6, paragraph 1 e EU-GDPR (data processing in the public interest) and article 6, paragraph 1 f EU-GDPR (data processing based on a basis of balancing up interests). If an objection is lodged, we will cease to process your personal data, unless there can be proven to be compelling and defensible reasons for data processing that outweigh the interests and freedoms of the customer, or if processing such data serves the enforcement, exercising or defence of legal claims. The objection must be sent via e-mail to **datenschutz@powerlines-group.com**

## **9. Is there a duty to provide information?**

In the course of application, you are only obliged to provide the data required for the processing of your application. As a rule, if these data are not provided, we will not be able to conduct due application procedures. Fields that must be completed are marked as such. Information for all the other fields is provided on a voluntary basis – and there is no obligation to complete them.

## **10. To what degree is decision-making automated? Is profiling conducted?**

In accordance with article 22 EU-GDPR, we do not use automated decision-making as a basis for evaluating and implementing choices of who to employ.

## **11. Contract data processing**

Data is held by Power & Infrastructure Resourcing and data processing in accordance with current data protection legislation, including all requisite technical and organisational steps, particularly to ensure the confidentiality, intactness and availability of your data.