

## Data Protection Statement for Candidates

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The following provisions aim at informing the employees about personal data processing during the application process in accordance with the requirements of the EU General Data Protection Regulation (GDPR) and of the Austrian Data Protection Law in the version of the Data Protection Amendment Act 2018 (DSAG) especially with due regard to the information obligation according to the Art 12-14 GDPR, as well as to information on the rights of the parties concerned according to Art 15-22 and Art 34 GDPR.

SIA Social Impact Award gemeinnützige GmbH (hereinafter referred to as either “we” or “Social Impact Award” or “SIA”) made an effort to present the following information precisely, transparently and comprehensively in a clear and easy language.

### Application

This statement applies to all personal data of the candidates that is collected by SIA or is made available to SIA in any format, including electronically, on paper or verbally.

### Definitions

Following definitions apply to the purposes of this statement:

- **“Personal data”** refers to all information about a (natural) person who can be identified either directly from the provided data or from the data combined with other information.
- **“Sensitive personal data”** means personal data revealing racial or ethnic origin, trade-union membership, political opinions, religious or philosophical beliefs, genetic data, biometric data, health-related data, data concerning a person’s sex life or sexual orientation, as well as data referring to criminal convictions and criminal offences.

### Processing your personal data as a candidate

#### General data processing during the application process

We process the personal data which you provided to Social Impact Award in order to carry out together with you your application process and to make sure that a vacancy at Social Impact Award is filled optimally. We do this on the legal basis of our prevailing legitimate interests in order to carry out a successful application process (Art 6 (1) lit f GDPR), as well as on the legal basis of the necessity to take pre-contractual measures (Art 6 (1) lit b GDPR). We collect this data during the application process either because you provided us with it (i.e. by sending us your CV via e-mail) or because we collected it ourselves (i.e. by taking notes during the job interview).

You are not obliged to provide us with your personal data. Nevertheless, it is not possible to carry on the application process if you do not do so.



### **Saving your personal data**

Generally, your data is kept for six months from the time of conclusion of an unsuccessful application process. Should your application be successful, the data that we collected during your application process will be kept as long as the legal retention period prescribes or as long as potential legal claims do not become time-barred.

### **Safety**

Social Impact Award makes the necessary arrangements in compliance with the applicable data protection laws in order to protect the personal data in our possession from loss, misuse, unauthorized access, publication, modification or deletion.

Irrespective of our efforts to abide continuously by an appropriately high standard of diligence in keeping your data, it is not completely excluded that the information that you provide us on the Internet is noticed and used by other persons.

Please take into account that we therefore do not assume liability of any kind whatsoever for the disclosure of information due to a mistake that we did not cause during data transmission and/or unauthorized access of third parties (i.e. hacker attacks on e-mail accounts, telephone, fax interception).

### **Your rights concerning personal data**

You are inter alia entitled to (i) verify if and what personal data about you we process and to receive copies of this data, (ii) to request the revision, the supplementation or the deletion of your personal data, as long as it is false or not in conformity with the law, (iii) to make a request at us to limit your data processing, (iv) under certain circumstances to object to your data processing or to revoke your consent to data processing, whereby a revocation does not affect the legality of the processing prior to the revocation, (v) to request data portability, (vi) to know the identity of third parties to whom your personal data is transmitted and (vii) to lodge a complaint with the Data Protection Authority.



## Our contact details

Should you have any questions related to our policy or want to make any requests, please contact us at:

SIA Social Impact Award gemeinnützige GmbH

Lindengasse 56/ 18-19

1070 Wien

FN 485253h

Marius Marinescu, Data Protection Officer

[privacy@socialimpactaward.net](mailto:privacy@socialimpactaward.net)

Read and understood

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*Place, Date*

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*First & Last Name (candidate)*

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*Signature (candidate)*