

Information regarding the Processing of Candidate Data within BUYIN SAS and BuyIn GmbH

BuyIn respects laws and regulations concerning privacy and the protection of information concerning individuals and complies with them. This notice describes how BuyIn handles personal data used for the recruiting process.

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

BuyIn SAS (France), 12 rue Rouget de Lisle, 92442, Issy-les-Moulineaux

And/or

BuyIn GmbH (Germany), Martin-Luther-Allee 42, 53175, Bonn

The data protection officer at BuyIn is Dr. Claus D. Ulmer, Deutsche Telekom AG, Friedrich-Ebert-Allee 140, 53113 Bonn, Germany.

If you have any queries, please contact compliance@buyin.pro.

2. What data do we use?

BuyIn will process personal data that has been made available by the candidate. We may also collect personal data from third parties, such as references supplied by former employers; we will inform you when we are doing so.

BuyIn will in particular process the following personal data:

- Personal data allowing the candidate to be identified, e.g. name, surname, data of birth, phone number, address,...
- Data regarding the professional background in order to select the candidate: e.g. languages, education, working experience, etc.
- Application letter
- Other documents made available by the candidate

3. Why do we process your data (purpose of the processing) and on what legal basis?

Processing personal data from job applicants allows BuyIn to manage the recruitment process, assess and confirm candidate's suitability for employment and decide to whom to offer a position. BuyIn processes personal data for the purpose of recruitment on the basis of Art. 6 1. (b) General Data Protection Regulation.

4. Who has access to my data?

Your information may be shared internally for the purposes of the recruitment process. This includes members of the HR team, interviewers and managers involved with the open position.

5. Is data transmitted to third countries?

In general your personal data are processed within the European Union especially in France and Germany.

If, in exceptional cases, your data is also processed in countries outside of the European Union (known as "third countries"), this takes place only if legally required (for example, due to reporting obligations under tax

law), you have expressly provided your consent, or it is required as part of the employment relationship, for example for business communications. Data processing is also permitted in a third country if the European Commission has decided that there is an adequate level of protection in a third country (Art. 45 GDPR). If the Commission has not made such a decision, BuyIn or the service provider transfers personal data to a third country only if appropriate safeguards are provided for an adequate level of protection. BuyIn uses the standard data protection clauses (standard contractual clauses for the transfer of personal data) recognized by the European Commission as such safeguards.

6. How long will my data be stored?

If your application is successful, personal data gathered during the process will be transferred to your Human Resources files and processed for the performance of your employment contract. It will be processed as long as it is required to fulfill our contractual and legal obligations.

BuyIn may retain your candidate data for another position in our company. We will ask you for consent before we keep your data for this purpose and you are free to withdraw your consent at any time by contacting joinus@buyin.pro.

If you agree to allow us to keep your personal data, we will hold your data for 2 years for future employment opportunities. At the end of that period, or once you withdraw your consent, your data will be deleted.

7. To what extent does automated decision-making take place?

To create and execute the employment relationship we generally do not use fully automated decision-making in accordance with Art. 22 of the GDPR. If we use these processes in individual cases, we will inform you separately in accordance with legal requirements.

8. What data privacy rights do I have?

- Right to request/access information (on the categories of the personal data processed, the purposes of the processing, any recipients of the data, the envisaged storage period);
- Right to request that inaccurate or incomplete data be rectified or supplemented;
- Right to withdraw consent at any time with effect for the future;
- Right to request that data be erased, provided that
 - the data is no longer required for the intended purpose and/or is being unlawfully processed, or
 - you withdraw consent (unless there is another legal ground for the processing), or
 - in the case of data processing on account of legitimate interests you object to the processing and there are no overriding legitimate interests for the processing, or
 - data has been unlawfully processed, or
 - the personal data has to be erased for compliance with a legal obligation;

- Right to demand under certain circumstances the restriction of data processing where erasure is not possible or the erasure obligation is disputed;
- Right to data portability subject to the conditions of Art. 20 of the GDPR;
- Right to object to the processing of your personal data in the cases set out in Art. 21 of the General Data Protection Regulation;
- Right to lodge a complaint with a data protection supervisory authority regarding the processing of data.

Right to object:

Where we process your data to safeguard legitimate interests, you can object to this processing if, based on your specific circumstances, there are grounds against us processing your data. In such cases we will cease processing your data unless we have overwhelming and compelling interests to protect.