

## Privacy Policy

### on data processing in relation to recruitment

1. Who is who in this Privacy Policy?	<ul style="list-style-type: none"><li>• We, i.e. AmRest Adria d.o.o. (hereinafter referred to as AmRest) have our registered office at Trstenička 2, 10000 Zagreb, Hrvatska,</li><li>• You, i.e. the natural person whose personal data we process for at least one of the purposes set out in this Privacy Policy</li></ul>
2. What is the purpose of this Privacy Policy?	<ul style="list-style-type: none"><li>• Your privacy and the protection of your personal data are of paramount importance to us. We ensure the security of your personal data when processing it.</li><li>• This Privacy Policy explains how we process your personal data when you apply for a job on our website (<a href="http://www.kfc.hr">www.kfc.hr</a>), when you apply for a job using the telephone number and email address provided in the job advertisement, when you apply for a job in our restaurants or external locations (e.g. job applications made in person at our restaurants or at external job fairs, job applications made through recruitment flyers, job search websites, and job applications not listed above but advertised by AmRest for the KFC brand).</li><li>• You will also find information about your rights and remedies in relation to the processing of your data.</li></ul>
3. Who is the controller of your personal data and how can you contact the controller?	<ul style="list-style-type: none"><li>• The controller of your personal data is AmRest Adria d.o.o. (registered office: Trstenička 2, 10000 Zagreb, Hrvatska).</li><li>• Contact AmRest Adria d.o.o. (registered office: Trstenička 2, 10000 Zagreb, Hrvatska., e-mail address: <a href="mailto:info-hr@amrest.eu">info-hr@amrest.eu</a>. for KFC,</li></ul>
4. What personal data do we process and where does it come from? For what purposes and on what legal basis do we process your personal data?	<ul style="list-style-type: none"><li>• <u>Personal information provided on <a href="http://www.kfc.hr">www.kfc.hr</a>, at the telephone number and email address provided in the job advertisement, on job search websites, in the recruitment flyer posted, in the case of applications submitted in person at our restaurants or external locations (e.g. job fairs), and personal information of applicants for jobs not listed above but advertised by AmRest for the KFC brand:</u><ul style="list-style-type: none"><li>○ For recruitment purposes, we process applicants for the advertised positions for the purpose of establishing an employment relationship.</li><li>○ Personal data: full name, email address, telephone number, permanent address, place of residence / temporary address, date of birth, personal data indicated in the CV (previous jobs, education, hobbies, foreign languages spoken), social security number, identity card number, tax number.</li><li>○ The legal basis for the processing of the above data is that they are necessary for us to take steps at your request prior to the conclusion of an employment contract (Article 6(1)(b) GDPR).</li></ul></li><li>• <u>In case of rejection of a job application</u><ul style="list-style-type: none"><li>➤ In the event that a given selection process is unsuccessful, AmRest will process the applicant's personal data in order to fill the subsequently advertised positions, in all cases with the express consent of the applicant.</li></ul></li></ul>

	<p>➤ The legal basis for processing the above data is your consent (Article 6(1)(a) GDPR).</p>
5. Automated decision-making	<ul style="list-style-type: none"> <li>• We will not make a decision about you that is based solely on the automated processing of your personal data and that has legal effect or would similarly significantly affect you.</li> </ul>
6. To whom do we transfer your personal data?	<ul style="list-style-type: none"> <li>• We transfer your personal data to legal entities that act on our behalf, such as service providers, IT service providers, marketing agencies, and administrative service providers.</li> </ul>
7. Is your personal data transferred to third countries (i.e. outside the European Economic Area)?	<ul style="list-style-type: none"> <li>• We do not transfer your personal data to third countries (i.e. countries outside the European Economic Area).</li> </ul>
8. How long do we keep your personal data?	<p>We process your personal data until the purpose of the processing is fulfilled. Your personal data will be stored until:</p> <ul style="list-style-type: none"> <li>• AmRest will process your data in accordance with the legal basis and for the recruitment purposes set out above until the successful completion of the selection process, i.e. until the acceptance of the offer of employment sent by AmRest.</li> <li>• If the selection process was not successful and AmRest does not make an offer of employment to the candidate, AmRest will continue to store the candidate's personal data, based on the candidate's explicit consent, until the explicit withdrawal of the consent, but for a maximum period of 1 year.</li> </ul>
9. Can you object to the processing of your personal data?  What other rights do you have regarding the processing of your personal data?  How can you exercise your rights?	<ul style="list-style-type: none"> <li>• <b>Object to processing for recruitment purposes:</b> you have the right to object at any time to the processing of your personal data for recruitment purposes.</li> <li>• <b>Objecting on grounds of your individual situation:</b> you have the right to object at any time to the processing of your personal data for our legitimate interests on grounds relating to your particular situation. In this case, please indicate your particular situation which, in your opinion, justifies the cessation of the processing of your personal data.</li> <li>• You may also exercise the following rights: <ul style="list-style-type: none"> <li>➤ You have the right to request information about whether we are processing your personal data and the right to access and request a copy of that data.</li> <li>➤ You have the right to request the rectification, erasure or integration of incomplete or inaccurate personal data.</li> <li>➤ You have the right to request the restriction of the processing of your personal data if, for example: <ul style="list-style-type: none"> <li>○ o contest the accuracy of the personal data we process;</li> <li>○ o the processing is unlawful and you object to the erasure of your personal data and instead request the restriction of the use of your personal data;</li> <li>○ o we no longer need your personal data for the purposes for which we are processing it, but you</li> </ul> </li> </ul> </li> </ul>

	<p>need it to establish or exercise your rights or to defend against legal claims;</p> <ul style="list-style-type: none"> <li>○ o you have objected to the processing of your personal data on grounds relating to your particular situation - in which case you may request the restriction of processing until such time as we decide that our legitimate interests override the basis of your objection.</li> </ul> <p>➤ Where you restrict the processing of your personal data, we will be entitled to retain it or process it only for the purposes of establishing, exercising or defending against a claim, protecting the rights of a third party or for the purposes of an important public interest of the European Union or of the Member State(s). We may only carry out other activities with your consent.</p> <p>➤ You have the right to request the erasure of your personal data if, for example:</p> <ul style="list-style-type: none"> <li>○ your personal data is no longer necessary for the purposes for which it was collected or processed;</li> <li>○ you withdraw your consent and there is no other legal basis for processing your personal data;</li> <li>○ you object to the processing of your personal data on grounds relating to your particular situation and we have no legal ground for processing which overrides your objection;</li> <li>○ you object to the processing of your personal data for marketing purposes;</li> <li>○ we have unlawfully processed your personal data.</li> </ul> <ul style="list-style-type: none"> <li>• Right to data portability: Because your personal data is processed in an automated way based on your consent or contract, you have the right to receive your data provided based on your consent or contract in a structured, commonly used, machine-readable, interoperable format (e.g., computer-readable). You also have the right to request that your personal data be sent directly to another controller, where technically feasible.</li> <li>• You have the right to withdraw your consent to the processing of your personal data at any time in relation to the data that we process on the basis of your consent. Withdrawal of your consent does not affect the lawfulness of processing that took place before you withdrew your consent.</li> <li>• - You have the right to withdraw your consent or change the form of communication: You can withdraw or change your consent at any time regarding how we may contact you for recruitment purposes (we may contact you electronically, e.g. by email or text, based on your choice). The easiest way to do this is by sending an email to KFC: <a href="mailto:info-hr@amrest.eu">info-hr@amrest.eu</a> <ul style="list-style-type: none"> <li>• To exercise these rights, please contact us (our contact details are set out in section 3 above).</li> </ul> </li> </ul>
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	<ul style="list-style-type: none"> <li>• Complain to the data protection authority: you have the right to lodge a complaint with the National Data Protection Authority.</li> </ul>
10. Am I required to provide my personal data?	Your personal data is required for the purpose of establishing an employment relationship in relation to the position advertised by KFC, for the conclusion and performance of the related contract and for contacting you. If you do not provide this information, we will not be able to process and evaluate your job application or contact you to respond to any questions, complaints or suggestions you may have.
11. What is GDPR?	The GDPR is Regulation (EU) 2016/679 of the European Parliament and of the Council on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Regulation (EC) No 95/46/EC (General Data Protection Regulation).
12. When does this Privacy Policy apply?	<p>This Privacy Policy is effective from 01.01.2019.</p> <p>Any changes to this Privacy Policy will be effective upon its publication (on the website and in the app, where applicable).</p>