

Information from SUPERKODERS, s.r.o. on the Processing of Personal Data of Job Applicants

In the form you completed when applying for a job at <https://superkoders.com>, you provided us with personal data. This document explains how we will process and use this personal data.

We are SUPERKODERS, s.r.o., with its registered office at Hněvkovského 65, 617 00 Brno, PI2 building, Company ID No.: 03780091, registered with the Regional Court in Brno under file no. C 86722 (“we”), and we process your personal data as the data controller.

The processing of personal data is governed by Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (the General Data Protection Regulation, or “GDPR”), and by Act No. 110/2019 Coll., on the Processing of Personal Data.

How We Use the Information We Collect and on What Legal Basis

- We process the data you provide in the completed and submitted form primarily for recruitment purposes. We will also contact you at the email address provided regarding the next steps in the recruitment process.
- Personal data is necessary for entering into an employment contract with a job applicant, or for taking steps prior to entering into an employment contract (within the meaning of Article 6(1)(b) of the GDPR).
- We may also use personal data in connection with potential court proceedings or other proceedings before public authorities, or for the protection of our property and business. We may do so on the basis of our legitimate interest under Article 6(1)(f) of the GDPR, consisting in the protection of our legal and property rights and claims.

Who Has Access to Your Personal Data?

We take the protection of your personal data seriously. Your personal data is processed only by the HR department of SUPERKODERS, s.r.o. We process your personal data within the territory of the European Union and therefore do not transfer it outside the European Union. We do not carry out automated decision-making or profiling in connection with the processing of your personal data.

How Long Will We Process Your Personal Data?

We will process your personal data only for as long as necessary to fulfil the purposes for which it was collected, to complete the requested transactions, or for other necessary purposes, such as complying with our legal and contractual obligations or resolving disputes. For recruitment purposes, we retain personal data for a maximum of 2 years. After this period, we will ask for your consent again or delete the data.

For the purposes of our contractual relationship, we retain personal data for the duration of that relationship and subsequently for the period necessary in connection with potential court proceedings or other disputes, and for the period required by applicable legislation (for example, for a period of 5 years).

What Rights Do You Have in Relation to the Protection of Your Personal Data?

In relation to our processing of your personal data, you have the following rights:

- the right of access to personal data;
- the right to rectification;
- the right to erasure (“the right to be forgotten”);
- the right to restriction of processing;
- the right to object to processing;
- the right to data portability;
- the right to lodge a complaint concerning the processing of personal data.

Your rights are explained in more detail below to provide you with a clearer understanding of what they involve.

Right of Access

The right of access means that you may ask us at any time to confirm whether or not personal data concerning you is being processed and, if so, for what purposes, to what extent, to whom it is disclosed, how long we will process it, whether you have the right to rectification, erasure, restriction of processing or to object, where we obtained the personal data from, and whether automated decision-making, including profiling, takes place on the basis of the processing of your personal data. You also have the right to obtain a copy of your personal data.

Right to Rectification

The right to rectification means that you may ask us at any time to correct or supplement your personal data if it is inaccurate or incomplete.

Right to Erasure

The right to erasure means that we must delete your personal data if: (i) it is no longer necessary for the purposes for which it was collected or otherwise processed; (ii) the processing is unlawful; (iii) you object to the processing and there are no overriding legitimate grounds for the processing; (iv) we are required to delete it by law; or (v) in relation to personal data processed on the basis of your consent, you withdraw that consent.

Right to Restriction of Processing

The right to restriction of processing means that, until we resolve any disputed issues concerning the processing of your personal data, we may not process your personal data other than by storing it and, where applicable, using it only with your consent or for the establishment, exercise or defence of legal claims.

Right to Object

The right to object means that you may object to the processing of your personal data where we process it for direct marketing purposes or on the basis of a legitimate interest, including profiling based on our legitimate interest. If you object to processing for direct marketing purposes, your personal data will no longer be processed for those purposes. If you object to processing based on other grounds, we will assess your objection and subsequently inform you whether we have upheld it and will no longer process your data, or whether the objection was not justified and the processing will continue. In any event, processing will be restricted until your objection has been resolved.

Right to Data Portability

The right to data portability means that you have the right to receive personal data concerning you which you have provided to us on the basis of consent or a contract, and which is processed by automated means, in a structured, commonly used and machine-readable format. You also have the right to have this personal data transmitted directly to another data controller.

If you have any comments or complaints concerning the protection of personal data, have any questions, or wish to exercise any of your rights, please contact us at kariera@superkoders.com.

We will respond to your questions or comments within one month.

Our activities are also supervised by the Office for Personal Data Protection of the Czech Republic, with which you may lodge a complaint if you are dissatisfied. Further information is available on the Office's website at <http://www.uoou.cz>.

This document is effective as of 11 August 2021.