

**DATA PROTECTION NOTICE (GDPR)
FOR CANDIDATES APPLYING FOR A JOB AT IKANO BANK**

Obligation to create this document arises from the 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 (hereinafter referred to as "GDPR").

General information on the processing of your personal data

The Bank processes your personal data provided in your response to a job offer published by Ikano Bank AB (publ) Spółka Akcyjna Oddział w Polsce (**hereinafter referred to as the Bank**). The personal data provided by you in response to the Bank's job offer is provided voluntarily. You are expected to respond to such a job offer by providing data which will allow us to assess whether your knowledge and experience match our needs. You will be also asked to complete an aptitude test.

Data Controller	Ikano Bank AB (publ) Spółka Akcyjna Oddział w Polsce ul. Postępu 14 02-676 Warsaw
Purposes of the processing and the legal basis for the processing	The bank will process your personal data only for the purpose of filling a vacancy for an existing or planned post.
Categories of data processed:	The bank will process your personal data only to the extent that is necessary to: a) assess whether your skills meet the needs defined by the Bank for a given post – in this respect, we will ask you provide us with at least the following data: your name and surname, contact details (necessary for us to be able to invite you to a job interview), educational background, professional experience and any additional skills; b) assess your interpersonal qualities – you will be asked to complete a questionnaire in which you will provide the Bank with answers to questions regarding e.g. your cooperation with colleagues and friends, your task-setting skills, timeliness, diligence, etc.; this test is classified as a form of profiling, but no automated decisions regarding your employment are made on the basis of its results. Access to your data will be granted only to authorised employees of the Bank.
Source of data	The Bank will use only the data that you provide to the Bank.
The period during which the data will be processed	The personal data provided by you in your job application will be stored by the Bank for the period of: - 60 days, if you have sent the application via pracuj.pl, or - 3 months, if you have sent your job application directly to the following e-mail address: praca@ikano.pl or e-mail address of one of Ikano Bank employees, - 3 months if your application has been provided to Ikano Bank by the supplier providing employment services / employment agency.
Data recipients	Grupa Pracuj sp. z o.o., a company which obtains data of job candidates for the Bank, can also process your personal data. In addition, if you get hired, we will transfer your personal data to Centrum Medyczne ENEL-MED S.A., a medical company, for the purpose of conducting occupational medicine examinations. The data may also be entrusted to entities that carry out personality and aptitude tests on our behalf.

<p>Your rights</p>	<p>You are entitled to:</p> <ul style="list-style-type: none"> • obtain from the Bank confirmation as to whether or not your personal data are being processed, and, where that is the case, you have the right to obtain access to said personal data (Right of access by the data subject, Article 15 of the GDPR); • obtain from the Bank, without undue delay, the rectification of inaccurate personal data or have the incomplete personal data completed (Right to rectification, Article 16 of the GDPR); • obtain from the Bank the erasure of your personal data (Right to erasure ('right to be forgotten'), article 17 of the GDPR); • obtain from the Bank restriction of the processing of your personal data (Right to restriction of processing, Article 18 of the GDPR); • receive your personal data, which you have provided to the Bank, in a structured, commonly used and machine-readable format and have the right to transmit those data to another controller (Right to data portability, Article 20 of the GDPR); • file a complaint concerning the way in which the Bank processes your data. The complaint is submitted to the supervisory authority, that is, the President of the Office for Personal Data Protection, and until the President's appointment, to the Inspector General for Personal Data Protection. <p>You have the right to object to the processing of your personal data, but only to the extent provided in Article 6.1(e) (performance of a task carried out in the public interest or in the exercise of official authority vested in the controller) and 6.1.f) of the GDPR (legitimate interests of the controller – i.e. the Bank).</p> <p>However, if you have consented to have your personal data processed for a specific purpose (Article 6.1(a) of the GDPR), you have the right to withdraw your consent at any time. The withdrawal of consent shall not affect the lawfulness of the processing which has been carried out on the basis of a consent before its withdrawal.</p> <p>If you want to exercise the afore-mentioned rights, you should contact the Bank by sending an e-mail to the following address: praca@ikano.pl. When contacting the Bank by means of the above-mentioned address, you should clearly specify your request (e.g. whether you want to update your data, withdraw your consent to the processing of your data, or, for example, object to the processing of the data). The Bank will make appropriate modifications to the relevant filing system, as per your instructions, provided that the requested changes are justified.</p> <p>The Bank will inform you about the erasure of your personal data or the restriction of the processing implemented on the basis of your instruction, unless it proves impossible or would involve a disproportionate effort. The Bank will also inform the recipients of your personal data about their rectification, erasure, or the restriction of their processing.</p>
<p>Data Protection Officer</p>	<p>You can contact the person acting as a data protection officer by sending a message to the following address: iod@ikano.pl.</p>

This document comes into force on 25 May 2018.