Information Provided When Obtaining Personal Data

Pursuant to Article 13 of 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, repealing Directive 95/46/EC, as amended (hereinafter the "Regulation")

a) Identity and contact details of the controller:

Orange Slovensko, a.s., Metodova 8, 821 08 Bratislava, Company ID No.: 35 697 270, registered with the Municipal Court Bratislava III, Section: Sro, Insert No.: 1142/B (hereinafter the "controller" or “Orange”)

b) Contact details of the Data Protection Officer (DPO):

Data Protection Officer – DPO, Orange Slovensko, a.s., email: dpo@orange.sk

c) Purposes of processing for which the personal data are intended, as well as the legal basis for the processing:

- **Establishment of pre-contractual relations and performance of the employment contract between Orange and the employee** – the legal basis is taking steps prior to entering into a contract and performance of a contract to which the employee is a party (Article 6(1)(b) of the Regulation);
- **Protection of Company property and ensuring security**, specifically the identification of persons moving within the Company premises (through the use of the data subject’s photograph on the access card) – legal basis: legitimate interest;
- **Payroll records** – legal basis: legal obligation (Article 6(1)(c) of the Regulation);
- **Management of employment relations and management of medical examinations** – legal basis: legal obligation; (Article 6(1)(c) of the Regulation);
- **Employee training / internal development** – legal basis: legal obligation; (Article 6(1)(c) of the Regulation);
- **Provision of benefits by Orange to employees through contractual partners** – legal basis: consent;
- **OHS (BOZP) records** – legal basis: legal obligation; (Article 6(1)(c) of the Regulation);
- **Employee evaluation and remuneration** – legal basis: legal obligation; (Article 6(1)(c) of the Regulation);

- **Organisation of business trips** – legal basis: legal obligation; (Article 6(1)(c) of the Regulation);
- **Allocation and records of company cars** – legal basis: legal obligation; (Article 6(1)(c) of the Regulation);
- **Allocation and records of work equipment**, including mobile phones and laptops – legal basis: legal obligation; (Article 6(1)(c) of the Regulation);
- **Personnel and cost statistics** of Orange Group employees – legal basis: legitimate interest of Orange and Orange SA (Article 6(1)(f) of the Regulation).

d) If the processing is based on Article 6(1)(f), the legitimate interests pursued by the controller or by a third party:

- Protection of Company property and ensuring security, specifically the identification of persons moving within the Company premises through the use of the data subject's photograph on the access card;
- Personnel and cost statistics of Orange Group employees – – legal basis: legitimate interest of Orange and Orange SA (Article 6(1)(f) of the Regulation)

e) Recipients or categories of recipients of personal data, if any:

- The list of recipients is available on the website Zoznam príjemcov osobných údajov | Orange

f) Information on whether the controller intends to transfer personal data to a third country or an international organisation, and information on the existence or absence of an adequacy decision by the Commission, or, in the case of transfers referred to in Articles 46, 47 or the second subparagraph of Article 49(1), reference to appropriate or suitable safeguards and the means to obtain a copy of them or where they were made available:

The controller does not intend to transfer personal data to any third country or international organisation.

g) Period for which the personal data will be stored or, if not possible, criteria used to determine that period:

Personal data are stored for the duration specified for the relevant purpose under applicable legislation and specified above regarding pre-contractual relations and performance of the employment contract/ contract for work performed outside of an employment relationship. The processing period of personal data on the access card lasts until termination of the employee's employment relationship with the Company. In other cases, personal data are stored in accordance with applicable legal regulations and the Company's filing rules.

h) Existence of the right to request from the controller access to personal data concerning the data subject and the right to rectification or erasure or restriction of processing, as well as the right to object to processing and the right to data portability:

Right of access – The data subject has the right to obtain confirmation from the controller whether personal data concerning them are being processed, and if so, access to the personal data and the following information:

a) the purposes of the processing;

b) the categories of personal data concerned;

c) the recipients or categories of recipients to whom the personal data have been or will be disclosed, in particular recipients in third countries or international organisations;
d) where possible, the envisaged period for which the personal data will be stored or, if not possible, the criteria used to determine that period;
e) the existence of the right to request rectification or erasure of personal data, restriction of processing, or to object to such processing;
f) the right to lodge a complaint with a supervisory authority;
g) if the personal data are not collected from the data subject, any available information as to their source;
h) the existence of automated decision-making, including profiling, and meaningful information about the logic involved, as well as the significance and envisaged consequences of such processing for the data subject.

If personal data are transferred to a third country or international organisation, the data subject has the right to be informed of the appropriate safeguards relating to the transfer. The controller provides a copy of the processed personal data. For additional copies, the controller may charge a reasonable fee based on administrative costs. If a request is made electronically, the information will be provided in a commonly used electronic form unless otherwise requested. The right to obtain a copy shall not adversely affect the rights and freedoms of others.

Right to rectification – The data subject has the right to obtain without undue delay the rectification of inaccurate personal data and to have incomplete personal data completed.

Right to erasure ("right to be forgotten") – The data subject has the right to obtain from the controller the erasure of personal data without undue delay where one of the following applies:
a) the personal data are no longer necessary for the purposes for which they were collected or otherwise processed;

b) the data subject withdraws consent and there is no other legal basis for the processing;
c) the data subject objects to the processing pursuant to Article 21(1) of the Regulation (in particular where the processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller, or the processing is necessary for the purposes of the legitimate interests pursued by pursued by the controller or a third party, except where such interests are overridden by the interests or fundamental rights and freedoms of the data subject which require protection of personal data, in particular where the data subject is a child or the processing is for direct marketing purposes, including profiling) and there are no overriding legitimate grounds for the processing or the data subject objects to the processing pursuant to Article 21(2) 2 of the Regulation (the right to object at any time to the processing of personal data concerning him or her for such marketing, including profiling to the extent that it is related to such direct marketing);
d) the personal data have been unlawfully processed;
e) the personal data must be erased to comply with a legal obligation under Union or member state law to which the controller is subject;
f) the personal data were collected in relation to the offer of information society services pursuant to Article 8(1) of the Regulation.

If the controller has made the personal data public and is obliged to erase them, the controller shall, taking account of available technology and the cost of implementation, take reasonable steps, including technical measures, to inform controllers that are processing such personal data that the data subject requests erasure of all links to or copies of such data.

The right to erasure does not apply if processing is necessary for:
a) exercising the right of freedom of expression and information;
b) to comply with a legal obligation which requires processing under Union or Member State law to which the controller is subject, or to perform a task carried out in the public interest or in the exercise of official authority vested in the controller;

c) for reasons of public interest in the area of public health in accordance with Article 9(2)(h) and (i) and Article 9(3) of the Regulation;

d) for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes in accordance with Article 89(1) of the Regulation, in so far as the right to erasure is likely to render impossible or seriously impair the achievement of the objectives of such processing;

e) for the establishment, exercise, or defense of legal claims.

Right to restriction of processing - The data subject shall have the right to request restriction of processing where one of the following applies:

a) the accuracy of the personal data is contested by the data subject, for a period enabling the controller to verify the accuracy of the personal data;

b) the processing is unlawful and the data subject opposes the erasure of the personal data and requests the restriction of their use instead;

c) the controller no longer needs the personal data for the purposes of the processing, but they are required by the data subject for the establishment, exercise, or defense of legal claims;

d) the data subject has objected to processing pursuant to Article 21(1) of the Regulation (in particular where the processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller, or the processing is necessary for the purposes of the legitimate interests pursued by the controller or a third party, except where such interests are overridden by the interests or fundamental rights and freedoms of the data subject); pursued by the controller or a third party, except where such interests are overridden by the interests or fundamental rights and freedoms of the data subject which require protection of personal data, in particular where the data subject is a child or where the processing is for direct marketing purposes, including profiling); until it is verified whether the legitimate grounds of the controller override those of the data subject.

Where processing has been restricted, such personal data shall, with the exception of storage, only be processed with the data subject's consent or for the establishment, exercise or defense of legal claims or for the protection of the rights of another natural or legal person or for reasons of important public interest of the Union or of a Member State. The controller shall inform the data subject who has obtained the restriction of processing before the restriction of processing is lifted.

Notification obligation regarding rectification or erasure of personal data or restriction of processing. The controller shall communicate any rectification or erasure of personal data or restriction of processing carried out pursuant to the Regulation to each recipient to whom the personal data have been disclosed, unless this proves impossible or involves disproportionate effort. Any rectification or erasure of personal data or restriction of processing carried out in accordance with the Regulation, unless this proves impossible or involves disproportionate effort. The controller shall inform the data subject of these recipients if the data subject so requests.

Right to data portability - The data subject shall have the right to receive the personal data concerning him or her, which he or she has provided to the controller, in a structured, commonly used and machine-readable format and has the right to transmit those data to another controller without hindrance from the controller to which the personal data have been provided, where:

a) the processing is based on consent pursuant to Article 6(1)(a) or Article 9(2)(a) of the Regulation, or on a contract pursuant to Article 6(1)(b) of the Regulation, and

b) the processing is carried out by automated means.

When exercising their right to data portability, the data subject has the right to have their personal data transferred directly from one controller to another, where technically feasible. The exercise of the right to data portability shall not affect the right to erasure. This right does not apply to processing necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller. The right to data portability shall not adversely affect the rights and freedoms of others.

Right to object - The data subject shall have the right to object, on grounds relating to his or her particular situation, at any time to processing of personal data concerning him or her which is based on point (e) or (f) of Article 6(1) (processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller; or processing is necessary for the purposes of the legitimate interests pursued by the controller or by a third party, except where such interests are overridden by the interests or fundamental rights and freedoms of the data subject which require protection of personal data, in particular where the data subject is a child) including the right to object to profiling based on those provisions. The controller shall no longer process the personal data unless the controller demonstrates compelling legitimate grounds for the processing which override the interests, rights and freedoms of the data subject or for the establishment, exercise or defense of legal claims. Where personal data are processed for direct marketing purposes, the data subject shall have the right to object at any time to processing of personal data concerning him or her for such marketing, which includes profiling to the extent that it is related to such direct marketing.

If the data subject objects to processing for direct marketing purposes, personal data shall no longer be processed for such purposes. The data subject shall be explicitly informed of the right to object at the latest at the time of the first communication with him or her, and this right shall be presented clearly and separately from any other information. In relation to the use of information society services, and notwithstanding Directive 2002/58/EC, the data subject may exercise their right to object by automated means using technical specifications. Where personal data are processed for scientific or historical research purposes or statistical purposes pursuant to Article 89(1) of the Regulation, the data subject shall have the right to object, on grounds relating to his or her particular situation, to the processing of personal data concerning him or her, except where the processing is necessary for the performance of a task carried out for reasons of public interest

Automated individual decision-making, including profiling – The data subject shall have the right not to be subject to a decision based solely on automated processing,

including profiling, which produces legal effects concerning him or her or similarly significantly affects him or her. The previous sentence shall not apply if the decision:

a) is necessary for entering into or performing a contract between the data subject and the controller;

b) authorized by Union law or the law of the Member State to which the controller is subject, which also lays down suitable measures to safeguard the rights and freedoms and legitimate interests of the data subject; or

c) based on the explicit consent of the data subject.

In the cases referred to in points (a) and (c) of the paragraph above, the controller shall implement suitable measures to safeguard the data subject's rights and freedoms and legitimate interests, at least the right to obtain human intervention on the part of the controller, to express his or her point of view and to contest the decision. Decisions referred to in the paragraph above shall not be based on special categories of personal data referred to in Article 9(1) of the Regulation (the processing of personal data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, and the processing of genetic data, biometric data for the purpose of uniquely identifying a natural person, data concerning health or data concerning a natural person's sex life or sexual orientation), unless Article 9(2)(a) or (g) Regulation (exceptions to the processing of special categories of personal data), appropriate measures have not been implemented to safeguard the rights and freedoms and legitimate interests of the data subject.

i) if the processing is based on Article 6(1)(a) (consent to the processing of personal data) or Article 9(2)(a) (explicit consent to the processing of special categories of personal data), the existence of the right to withdraw consent at any time without affecting the lawfulness of processing based on consent before its withdrawal:

Any consent given may be withdrawn at any time by sending a notice of withdrawal of consent in writing to the controller's address or electronically to esteam@orange.sk. Withdrawal of consent does not affect the lawfulness of processing carried out prior to withdrawal.

j) Right to lodge a complaint with a supervisory authority:

The data subject has the right to lodge a complaint about the actions of the controller and/or processor with the Slovak Data Protection Authority, located at: Budova Park one, Námestie 1.mája 18, 811 06 Bratislava, which, as the supervisory authority, handles complaints lodged by data subjects or entities, organization or association, and investigates the substance of the complaint to an appropriate extent and informs the complainant of the progress and results of the investigation within a reasonable time, in particular if further investigation or coordination with another supervisory authority is necessary.

k) information on whether the provision of personal data is a legal or contractual requirement, or a requirement necessary for the conclusion of a contract, whether the data subject is obliged to provide personal data, as well as the possible consequences of not providing such data:

- establishing pre-contractual relations and performing the contract between Orange and the employee - the provision of personal data is a requirement for establishing pre-contractual relations and performing the contract, and is also a legal requirement; if personal data is not provided, it is not possible to conclude an employment contract/ contract for work performed outside of an employment relationship with the applicant;

- protection of the Company's property and ensuring security, namely the identification of persons moving within the Company's premises (through the use of the data subject's photograph on the access card, the data subject is obliged to provide personal data to the controller, as this is a legitimate interest of the employer

- the provision of personal data to the Company on the legal basis of generally binding legal regulations is mandatory for the purpose of ensuring the Company's obligations under labor law regulations.

- The processing of personal data on the legal basis of consent is voluntary, and consent that has already been given may be revoked at any time**.**

l) the existence of automated decision-making, including profiling, referred to in Article 22(1) and (4) and, at least in those cases, meaningful information about the procedure used, as well as the significance and the envisaged consequences of such processing for the data subject:
Profiling is not carried out.