

Information clause for job candidates and coworkers

1. **OASIS DIAGNOSTICS** spółka akcyjna company with its registered office in Konstancynów Łódzki, ul. generała Mariana Langiewicza 54, 95-050 Konstancynów Łódzki, entered in the register of entrepreneurs kept by the District Court for Łódź Śródmieście in Łódź, XX Economic Division of the National Court Register, under KRS no.: 0000714713, NIP: 7312059969, REGON: 369336270, share capital: PLN 154,461.00 (fully paid up), e-mail address: contact@oasis-diagnostics.eu - is the Personal Data Controller (hereinafter referred to as the Controller) of the candidates for employees and associates, hereinafter referred to as Candidates.
The Controller has appointed a Data Protection Officer: Konrad Cioczek, e-mail address: privacy@oasis-diagnostics.eu
2. Candidates' personal data are processed by the Controller in order to:
 - (a) carrying out recruitment or organising internships and placements,
 - (b) to conduct communication with Candidates,
 - (c) for the purposes of conducting future recruitment,
 - (d) to carry out occupational medical examinations for a given position,
 - (e) to assert and defend against claims,
 - (f) to secure Candidate data.
3. The provision of personal data is voluntary but necessary for the Candidate to participate in the recruitment process and to perform other related activities. In particular, the Controller has the right to require Candidates to provide or document personal data indicated in Article 221 § 1 of the Act of 26 June 1974. - Labour Code or personal data necessary to conclude a civil law contract.
4. The Controller shall process personal data for the period necessary to achieve the purposes listed in point 2 above. In addition, in the event that the Candidate consents to the processing of personal data for the purposes of future recruitment, as referred to in para. 2(c) above, the Controller shall process such data for the indicated purpose for a period of three years from the date of consent or until the Candidate withdraws consent before the expiry of that period, which shall not affect the lawful processing of the data prior to the withdrawal of consent. Personal data may be processed for longer than the period indicated in this section where the obligation arises from specific legislation.
5. The source of the personal data processed by the Controller is the Candidates for employee, associate, trainee, apprentice.
6. The legal basis for processing the Candidates' personal data is:
 - a) Article 6(1)(a) of the GDPR, i.e. the Candidate's consent to the processing of personal data for future recruitment.
 - b) Article 6(1)(b) of the GDPR, i.e. the necessity to take action at the Candidate's request before entering into a contract, or
 - c) Article 6(1)(c) GDPR, i.e. the performance of legal obligations arising from legislation, including whistleblower legislation, or
 - d) Article 6(1)(f) GDPR - the fulfilment of the Controller's legitimate interest in the form of:
 - a. answering enquiries about recruitment and investigating and defending against claims arising from the recruitment process and related activities;
 - b. to implement data safeguards necessary for the proper functioning of the company and the protection of its interests,
 - c. to secure the Candidate's data on servers and external drives and to carry out backups.
7. Candidates' personal data shall not be transferred to a third country within the meaning of the provisions of the GDPR.
8. The Controller shall not disclose personal data to third parties without the express consent of the data subject. Without the consent of the data subject, personal data may be disclosed only to public law entities, i.e. authorities and administration bodies (e.g. tax authorities, law enforcement bodies and other entities authorised under generally applicable laws, such as ZUS or the Tax Office) in cases provided for by generally applicable laws.
9. Personal data may be entrusted for processing to Entities that process such data on behalf of the Controller. The Controller entrusts Candidates' personal data to IT companies that provide hosting services, operate Internet domains and maintain the computer systems used by the Controller.
10. Candidates' personal data shall not be subject to profiling.
11. Candidates have the right to:
 - (a) to be informed of the processing of their personal data,
 - (b) to access their personal data,
 - (c) to correct, complete, update, rectify their personal data,
 - (d) erasure of data (right to be forgotten),
 - (e) restriction of processing,
 - (f) data portability,
 - (g) to object to the processing of personal data,
 - (h) in the case of the legal basis referred to in point 6(a) above, the right to withdraw consent at any time without affecting the lawfulness of the processing carried out on the basis of consent before its withdrawal,
 - (i) not to be subject to profiling,
 - (j) to lodge a complaint with a supervisory authority (i.e. the President of the Office for Personal Data Protection), taking into account the rules of use and exercise of these rights under the provisions of the GDPR.
12. Any enquiries, requests and complaints regarding the controller's processing of personal data should be addressed to the e-mail address: privacy@oasis-diagnostics.eu or in writing to:
ul. generała Mariana Langiewicza 54, 95-050
Konstancynów Łódzki