

information on the processing of personal data of job applicants in oncomed manufacturing a.s

1. administrator of personal data

The administrator of personal data is company oncomed manufacturing a.s., company registration number: 247 11 667, with its registered office in Brno, Karásek 2229/1b, ZIP code: 621 00, registered in the commercial register maintained by the Regional Court in Brno, file no. B 6266 (hereinafter also referred to as “**Administrator**”).

The Administrator can be contacted at the address of its headquarters, email address: kucerova@oncomed.cz or telephone number: 515919972.

2. purpose of personal data processing

The Administrator processes the personal data of job applicants for the purpose of selecting a suitable candidate for a given job position and subsequent negotiations on the conclusion of an employment contract (or any other agreements on work carried out outside the employment relationship) as part of the selection process.

The Administrator may process personal data also for the purpose of contacting applicants in the future, based on the consent granted.

3. legal basis for personal data processing

The legal basis for the processing of personal data of job applicants is the implementation of measures taken prior to the conclusion of the contract at the request of the job applicant as a data subject within the meaning of Article 6 subsection 1 letter b) 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 also referred to as “**GDPR**”).

Personal data of job applicants may also be processed by the Administrator for the purposes of the legitimate interest of the Administrator in the form of determining, exercising or defending the claims of the Administrator and also in the form of the interest of the Administrator in selecting the most suitable candidate for the given position in the sense of Article 6, paragraph 1 letter f) of the GDPR.

The legal basis for the processing of personal data of job applicants for the purpose of possible future contacting of these applicants by the Administrator is the consent of the applicant as a data subject in the sense of Article 6 subsection 1 letter a) of the GDPR.

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4. scope of personal data processing

The Administrator mainly processes the identification, contact and profile data of job applicants in the extent the applicant has voluntarily told to the Administrator (e.g. in the context of a CV, motivation letter, personal interview, etc.).

The administrator processes the personal data of the applicants in a reasonable and relevant scope, limited to the scope that is absolutely necessary with regard to the purpose of personal data processing.

5. recipients of personal data

The Administrator will not hand over the personal data of job applicants to any other recipients of personal data.

6. duration of personal data processing

Personal data will only be processed for the time that is necessary with regard to the purpose of their processing. Personal data will be processed for the duration of the selection procedure, i.e. until the applicant is informed that he/she was not selected for the job position, that the selection procedure is cancelled, or when the applicant is selected and an employment contract is concluded with him (or any other agreements on work carried out outside the employment relationship).

Personal data of job applicants processed for the purpose of the legitimate interests of the Administrator will be processed for the duration of the relevant legal claim. In the event of the initiation and duration of judicial, administrative or other proceedings which will concern the rights and/or obligations of the Administrator in relation to the relevant job applicant, the period of personal data processing will not end before the end of such proceedings.

Personal data of job applicants processed for the purpose of possible future contacting of these applicants by the Administrator will be processed for the period specified in the written consent of the given job applicant or until the withdrawal of this consent by the given applicant (if the consent is withdrawn before the expiration of the specified period).

7. right to withdraw consent

Any job applicant is entitled to withdraw the consent to the processing of personal data at any time. In such a case, the Administrator will stop processing the personal data for the given purpose and will inform the given applicant accordingly.

8. other rights of job applicants

8.1. right of access to personal data

The Administrator is obliged to provide job applicants with information regarding the processing of their personal data (in particular, the purpose of the processing, categories of personal data, duration of processing and source of personal data) at

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request. The job applicants are also entitled to request a copy of the processed personal data. However, for its repeated provision, the Administrator is entitled to demand a reasonable fee corresponding to the incurred administrative costs associated with the provision from the applicant.

8.2. right to correct inaccurate personal data and supplement incomplete personal data

In the event that the Administrator processes inaccurate or incomplete personal data, the job applicants are entitled to request correction and completion of such data.

8.3. right to delete personal data

Each job applicant is entitled to request that the Administrator deletes personal data concerning the applicant if one of the following reasons is given:

- (i) the personal data are no longer necessary for the purposes for which they were collected or otherwise processed, or
- (ii) the processing of personal data is unlawful, or
- (iii) the applicant objects to the processing of personal data and there are no overriding legitimate reasons for the processing of personal data, or
- (iv) personal data must be deleted to comply with a legal obligation set out in the law of the European Union or a member state, or
- (v) consent to the processing of personal data is revoked.

On the other hand, the job applicant does not have the right to request deletion of personal data if the processing of personal data is necessary to fulfil legal obligations of the Administrator or to determine, exercise or defend legal claims of the Administrator or for archiving purposes.

8.4. right to object to the processing of personal data

Each job applicant is entitled to object to the processing of personal data, which is carried out on the basis of legitimate interest of the Administrator, at any time. When such an objection is raised, the Administrator assesses whether the interest in protecting the personal data of the job applicant outweighs the legitimate interest of the Administrator for which the personal data is processed by the Administrator. In the event that the Administrator comes to the conclusion that the interest in protecting the personal data of the job applicant predominates, the Administrator stops processing the personal data of the applicant for this purpose.

8.5. right to restrict the processing of personal data

Job applicants have the right to limit the processing of personal data only if:

- (i) an applicant raised an objection to the processing of personal data, which are processed based on legitimate interest of the Administrator, or

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- (ii) questioning the accuracy of processed personal data, or
- (iii) illegal processing of personal data by the Administrator and simultaneous refusal of their deletion by the job applicant, or
- (iv) when the Administrator does not need personal data for the given purpose of processing, but the job applicant still requires personal data for the determination, exercise or defence of his/her legal claims.

In the event that any of the above conditions are met, the Administrator will temporarily disable personal data of the given job applicant and will not process it for a certain period of time.

8.6. right to file a complaint with a supervisory authority

Each job applicant is entitled to contact the supervisory authority, which is the Personal Data Protection Office, with headquarters in Prague, Plk. Sochora 27, zip code 170 00, website www.uoou.cz, at any time.

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