

JOB APPLICANTS' PRIVACY NOTICE

This **Privacy Notice** (hereafter “**Notice**”) is addressed to you, as a job applicant to “**Flexopack S.A.**”, with registered offices at Koropi Attica, 37 Ifestou str., tel: +30 210 6680000 (hereafter “**Company**” or “**We**”).

All references to “employment” shall apply equally to internships (as may be applicable).

When applying for a job at our Company, the Company will evidently collect, keep and process information about you that constitute personal data of yours.

[For more information on our data protection policies and procedures, you can refer to our Personal Data Protection Policy online (https://www.flexopack.com/wp-content/uploads/2020/11/Data-Privacy-Policy_FLEXOPACK_EN.pdf) and/or directly contact us by mail at: 37 Ifestou str, Koropi 19400, Attica Greece; by telephone at: (+30) 210 6680000; or by e-mail to: gdpr@flexopack.com.]

Where we collect your personal data from

The Company collects your information:

- (i) directly from you, when sending your CV; or
- (ii) indirectly, in case you apply through a third-party platform / HR agency etc.

Personal data of yours may also be collected when you are using our website. *[More information on the terms of use of our website and the respective personal data protection policy are available at: [https://www.flexopack.com/images/website-terms/FLEXOPACK_Website-Use-Privacy-Policy-Terms%20-f-Use_EN%20\(270718\).pdf](https://www.flexopack.com/images/website-terms/FLEXOPACK_Website-Use-Privacy-Policy-Terms%20-f-Use_EN%20(270718).pdf).]*

What kind of data we process

The Company may process, as the case may be, information referring to your job application, including, without limitation, your: (a) name, gender, identity card number or passport number, date of birth, nationality, country and city of birth; (b) mailing address, telephone numbers, email address and other contact details; (c) resume, educational qualifications, professional qualifications and certifications and employment references; (d) employment and training history; and (f) pictures/photographs maybe included in your application.

For which purposes we process your data

Your personal data will be processed by us to assess and evaluate your suitability for employment within our Company, as well to verify your identity and the accuracy of your personal and professional details and other information provided.

We will not retain your resume and supporting documents, if any, in order to inform you of possible job openings appropriate for your qualifications, unless you give us your explicit consent for the same. In such case, your consent will remain valid until such time it is being withdrawn by you in writing.

For how long we retain your data

We may retain your personal data for as long as it is necessary to fulfil the purpose(s) above or as required or permitted by applicable laws.

If you have consented to our informing you of job openings, we will retain the data after the assessment thereof has been concluded for the time period for which you have consented and in any case for no more than it is necessary for this purpose.

For so long as your data is retained by the Company, we will implement and at all times have in force appropriate technical and organizational measures as required by law, in order to safeguard your rights as data subject. We will also ensure security and confidentiality of your data, by undertaking all necessary measures, including for the restriction of unlawful or unauthorized access to your data and for the limitation of accidental loss, destruction or damage.

Use of and access to your data

Your data will be used for the purposes above and for our management and administrative use only. Therefore, your information will be disclosed only to appropriate Company's personnel, including representatives of the HR Department or other competent personnel (ex. managers involved in the recruitment process).

Your personal data are in principle not transferred outside the E.E.A.. If any such transfer is required by law, the Company will only do so where there is an adequate level of protection of your rights and freedoms as data subjects or where there are safeguards, including the use of standard contractual clauses, ensuring required personal data protection.

It may also be disclosed to third parties, if we are legally obliged to do so, or within our group of companies, for reasons of internal management and central administration and for reasons related to our business activities and/or the use of your job application, for example to data storing companies, lawyers and other consultants of the company and/or to competent authorities if this is required by law.

In all such cases, we shall do so where appropriate and only in accordance with applicable laws and requirements and we will make sure that such third parties have undertaken appropriate data processing obligations to ensure the security and confidentiality of your data.

Where the Company relies on a third-party data processor, to execute processing on its behalf, it will choose one who provides adequate security level and measures and will undertake reasonable steps to ensure compliance of the data processor with such measures.

Automated decision making and profiling

We do not use automated decision making for procedures that have legal implications or similarly significant impact on you and our decisions are made upon human reviewing. We do not proceed to profiling within the meaning of the applicable personal data legislation.

Future use and update

If in the future we intend to process your personal data for a purpose other than that which it was collected for, we will provide you with information on that purpose and any other relevant information if such purpose is not compatible with the initial.

Your rights

You may withdraw consent and request us to stop using and/or disclosing your personal data for any or all of the purposes listed above.

Upon receipt of your written request to withdraw your consent, we may require reasonable time (depending on the complexity of the request and its impact on our relationship with you) for your request to be processed and for us to notify you of the consequences of our acceding to the same, including any legal consequences which may affect your rights and liabilities to us.

In general, we shall seek to process and effect your request within thirty (30) days of receiving it. Should you decide to cancel your withdrawal of consent, please inform us in writing in the manner described above.

Please note that withdrawing consent does not affect our right to continue to collect, use and disclose personal data where such collection, use and disclose without consent is permitted or required under applicable laws or is based on another legal basis for processing.

You also have all rights provided by personal data legislation, as the case may be, such as the right to access (i.e. the right to be informed, upon request, on whether or not your personal data is being processed; and receive a copy and further information with regard to such processing), the right to ask for correction of any inaccurate personal data of yours or completion of any missing data, whereas - provided the legal requirements are met – you also have the right to erasure, restriction of processing and/or data portability, as well as objection to the processing.

To exercise your above rights, you can directly contact us by mail at: 37 Ifestou str, Koropi 19400, Attica Greece; by telephone at: (+30) 210 6680000; or by e-mail to: gdpr@flexopack.com.

In addition, in case you think that your personal data protection is breached, you can contact the competent Data Protection Authority (www.dpa.gr / 1-3 Kifissias avenue, P.C. 115 23, Athens, Greece / tel.: +30 210 6475600 / fax: 0030-210-6475628/e-mail: contact@dpa.gr).

What happens if you submit your resume

By continuing to submit your resume to our company and complete the application procedure:

(a) you acknowledge that you have read and understood the context of the present Notice regarding the collection, use and/or disclosure of your personal data by us for the purposes set out above; and

(b) in the event that we have received your job application or personal data from any third party pursuant to the purposes set out in this Notice, you warrant that such third party has been duly authorized by you to disclose your personal data to us for the purposes set out in this Notice.