

## **Introduction**

It is very important to Messer Tatragas spol. s r.o. that personal data is handled with care. This also applies in particular to the data of applicants. The following information shows you that we handle your personal data carefully in the context of your application.

## **Personal data**

The term personal data refers to all information that can be related to you as a natural person.

### **1. Company responsible for your data**

Messer Tatragas spol. s r.o. is responsible for the processing of your applicant data.

### **2. Contact details of the controller and the data protection officer**

#### **a. Contact details of the controller**

Messer Tatragas spol. s r.o.

- Human Resources - Chalupkova 9

819 44 Bratislava

Phone: +421 2 505 54 111

E-Mail: [privacy.sk@messengergroup.com](mailto:privacy.sk@messengergroup.com)

#### **b. Contact details of the data protection officer**

The contact details of the Data Protection Officer of Messer Tatragas spol. s r.o. are:  
[zodpovednaosoba.sk@messengergroup.com](mailto:zodpovednaosoba.sk@messengergroup.com)

### **3. What data does Messer Tatragas spol. S r. o. process?**

Messer Tatragas spol. s r.o. processes the following data about job applicants: title, first name and surname, permanent residence, date of birth, contact information, education data, professional experience, work experience, and other data contained in the applicant's resume and its attachments, as well as that provided by the applicant

, as part of an application process:

- a. Applicant data when using the applicant portal** If you apply via our applicant portal available on our website (if we offer this), you will be asked to enter a range of personal data in order to submit your application to us. We require personal data (in particular title, first name and surname, street, zip code, city, country, telephone number and e-mail address) as well as other attachments to your application (cover letter, CV and references), as we need this information in order to actually process your application. Optionally, you can also enter your cell phone number, salary expectations (annual salary) and other information.
- b. Applicant data for applications by e-mail or in writing** If you apply to us by e-mail or in writing, we process the data you provide, such as your personal data (in particular title, first and last name, street, zip code, city, country, cell phone number, telephone number and e-mail address) as well as other attachments to your application (cover letter, CV and certificates), as we need this information in order to actually process your application.
- c. Applicant data for applications via recruitment agencies** If you apply to us via recruitment agencies, we generally only process anonymized data from an anonymized CV as a first step. In the further application process, we then process personal data provided by you or the recruiter, such as (in particular title, first and last name, street, zip code, city, country, cell phone number, telephone number and e-mail address) as well as other attachments to your application (cover letter, CV and certificates) in order to be able to process your application further.
- d.** Data provided by the applicant during the job interview
- e.** This data is hereinafter referred to as "**applicant data**". You will find further information on the processed data in the following description of the specific processing procedure.

#### **4 What does Messer Tatragas do with the data?**

The purpose of processing applicant data is the selection of a new employee for a specific job position within the ongoing recruitment process

## 5. General Information

### a. Your rights

You have the following rights concerning your personal data:

- Right to information (Art. 15 GDPR).
- Right to rectification (Art. 16 GDPR) or erasure (Art. 17 GDPR).
- Right to restriction of processing (Art. 18 GDPR).
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- Right to object to processing that is related to the processing of data for the purposes of legitimate interests (Art. 21 GDPR).
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You can exercise your rights by sending an e-mail to the following e-mail address:  
privacy.sk[at]messergroup.com

You also have the right to complain to a data protection supervisory authority about the processing of your personal data by us.

### b. General information on the legal basis of the specified process.

The legal basis for data processing is the pre-contractual relationship (processing is necessary for taking steps at the request of the data subject prior to entering into a contract) according to Article 6(1)(b) GDPR.

### c. General information about the recipients of data

#### (1) Allgemeine Informationen

The IT programs used to process your data are hosted and processed:

- Messer SE & Co. KGaA with registered office at Messer Platz 1, 658 12 Bad Soden am Taunus, Germany (operator of the server on which the data is stored);

- server hosting service provider RAINSIDE s.r.o. (operation of a dedicated server on the premises of the service provider and related technical support);
- Microsoft Ireland Operations Limited.

The recipient of the data is also operator of the Job Advertising Portal (e.g. Profesia).

Otherwise, Messer Tatragas only transfers data to third parties if this is necessary for the selection process and if there is a legal basis for this, such as a balancing of interests justifies this - in particular within the Messer companies

Within Messer Tatragas, only those internal offices and departments receive the personal data that are necessary and required to process the application.

In connection with the provision of communication services by Microsoft, there is a transfer of data to third countries (USA), and data is transferred to the United States of America (USA) in accordance with the decision of the European Commission No. 2000/518/EC from July 10, 2023, regarding the adequate protection of personal data related to the framework for the protection of personal data between the EU and the USA based on Article 45 of the General Data Protection Regulation (legal framework for the protection of personal data between the EU and the USA).

## **(2) Applications for Group Function positions in the Messer Group**

If you apply for a position that involves a reporting chain to a central position within the parent company Messer SE & Co. KGaA If you apply for a position that involves a reporting chain to a central position within the parent company Messer SE & Co. KGaA and/or one of our European subsidiaries (Group Functions), your applicant data will also be forwarded to the [corresponding subsidiary within our group of companies](#) if necessary.

This is particularly the case if - due to the cross-group position - the central coordination and review of the application is carried out by Messer SE & Co. KGaA and/or if the central position in question is employed in a different subsidiary from the one to which you have applied.

Messer SE & Co KGaA and, if applicable, other Messer companies are joint controllers within the meaning of Art. 26 GDPR.

	<b>Responsible persons</b>	<b>Affected group of persons / data categories</b>	<b>Jointly defined purposes and means</b>	<b>Data processing</b>	<b>Responsibilities</b>
	Possible Messer companies involved <a href="https://www.messergroup.com/en/locations">https://www.messergroup.com/en/locations</a>	Applicants / Applicant data	Filling the Group Function positions / Central HR platform	Collection of applicant data; Storage and evaluation; granting of access by Messer companies; storage of data in the event of recruitment; deletion of data in the event of rejection.	Fulfillment of information obligations pursuant to Art. 13, 14 GDPR; Guaranteeing the rights of data subjects GDPR; documenta

<p><b>Shared responsibility</b></p>	<p>Possible Messer companies involved  <a href="https://www.messergroup.com/en/locations">https://www.messergroup.com/en/locations</a></p>	<p>Applicants / Applicant data</p>	<p>Filling the Group Function positions / Central HR platform</p>	<p>Limited access to applicant data for the purpose of carrying out the application process.</p>	<p>tion of technical and organizational measures (TOM); risk assessment and (if necessary) implementation of data protection impact assessments (DPIA) pursuant to Art. 35 GDPR; coordination with the supervisory authorities; evaluation and Monitoring of contract processors in accordance with Art. 28 GDPR; provision and documentation of processing registers (VZ) in accordance with Art. 30 GDPR; evaluation and communication in the case of Data protection</p>
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violations

					pursuant to Art. 33, 34 GDPR.
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Your data will be passed on exclusively for the purpose of checking and coordinating the application process and is based on our legitimate interest pursuant to Art. 6 para. 1 lit. f GDPR, which consists of an efficient and coordinated implementation of the selection process within the group of companies for such Group Functions positions.

Data will only be transferred to Messer companies in countries outside the European Union (EU) or the European Economic Area (EEA) (so-called third countries) if the requirements of Chapter 5 of the GDPR are ensured, in particular if an adequacy decision has been made or standard contractual clauses have been concluded. The processing of your data in a third country may also take place in connection with the involvement of service providers as part of order processing.

As part of your application process, we will of course inform you immediately in detail which Messer companies in our group of companies we have forwarded your application to. This depends on the individual position for which you are applying.

#### **d. General information on the retention period**

Personal data processed for the purposes of the selection process are by Messer Tatragas kept until the end of the selection process. If no employment relationship is established, the applicant data provided by you to and stored by us will be deleted 6 months after notification of rejection.

#### **e. Information pursuant to Art. 13 para. 2 lit. e GDPR**

The provision of your applicant data as a user of the applicant portal, in the context of an application by e-mail or in writing or via a recruiter is neither legally nor contractually required. You are also not obliged to provide us with your applicant data. However, the processing of your applicant data listed in section 3 is necessary for the meaningful processing of your application.