

# PRIVACY POLICY – RECRUITMENT

In accordance with Section 20 of Act CXII of 2011 on Informational Self-Determination and the Freedom of Information (hereinafter referred to as: “**Info Act**”), we, **Engame Akadémia Kft** (H-1122 Budapest, Maros utca 12., hereinafter referred to as: **Controller**) notify you that provision of the data sent by the Data Subject to the Controller and/or requested by the Controller is voluntary and is based on the consent of the Data Subject and the processing required for conclusion of the contract (Article 6(1)(b) of Regulation (EU) 2016/679 of the European Parliament and of the Council; hereinafter referred to as: “**GDPR**”). By providing their personal data, the Data Subject expressly consents to the processing of their personal data.

The Controller will process the following personal data of the Data Subject based on the Data Subject’s consent (Article 5(1) of the Info Act) and the processing required for taking the steps requested by the Data Subject prior to conclusion of the contract (Article 6(1)(b) of the GDPR) in order so that the Controller can potentially establish a labour or other legal relationship with the Data Subject if the Parties so agree:

- name,
- name at birth,
- citizenship,
- place and date of birth,
- residential address,
- current place of residence,
- qualifications,
- number of instrument certifying qualification,
- position held,
- email address,
- phone number,
- LinkedIn ID,
- Facebook ID,
- CV data provided by the Data Subject.

In the course of the assessment of your application, your personal data will be transmitted to the Controller’s contractual partner in order so that the Data Subject’s suitability for the position can be assessed (to occupational physician and recruitment correspondence partners and partners providing services for assessing the application). In the course of storing the electronic documents

relating to the Data Subject by the Processor, the Data Subject's data may be transmitted to the Controller's hosting service provider partners (at the time of drafting of this notice: Google, miniCRM, Tárhely.Eu Kft., NetMasters Europe Kft.) in order so that the Data Subject's documents can be stored electronically. The Data Subject acknowledges and agrees that their personal data will be transmitted in accordance with the foregoing.

The Data Subject's personal data may only be accessed by the Managing Director of the Controller, the Controller's employees involved in the establishment of labour relations and recruitment and the Controller's IT employees responsible for data security. The processing starts at the time of provision of the data and ends when the Data Subject withdraws their consent, however such withdrawal will not cause the processing conducted prior to such withdrawal to be illegal. The Data Subject may revoke their consent in writing, at any of the Controller's contact addresses. The Data Subject may request modification or rectification of their personal data in the same manner, via letter sent to the Data Controller or via phone. If the legislation changes in the meantime and if the conditions thereof are met, the Controller will delete the Data Subject's personal data that are not necessary for fulfilling the purpose of the processing anymore.

Data provision is voluntary, however the Data Subject acknowledges that if they refuse to provide the data requested by the Controller or requests the deletion thereof, the Controller will not be able to fulfill the purpose of the processing anymore.

The Controller informs the Data Subject that the Data Subject may request information from the Controller regarding the processing of their personal data and may request access to or rectification or blocking of their personal data, the termination of the processing of their personal data for the indicated purpose or a part thereof, or may object to the processing of their personal data. The Data Subject is entitled to obtain a copy of its electronically processed personal data in a structured, commonly used, machine-readable format. The Data Subject may request further information regarding any of their personal data processed by any processor, as well as the source thereof and the purpose, legal basis and duration of the processing, the name, address and activity of the processor related to the processing, and – in the event of a personal data breach – the circumstances and effects thereof and the measures taken for averting it, as well as – in the case of transmission of the data subject's personal data – the legal basis and recipient of the data transmission.

In relation to the processing, the Data Subject is entitled to the legal remedies set out in the Info Act, namely the right to object set out in Section 21 of the Info Act and Article 21 of the GDPR, and may enforce their rights and claim damages or indemnification before a court in accordance with Section 22 of the Info Act. If the Data Subject is unable to settle with the Controller their objection, complaint or request relating to their personal data in a satisfying manner or the Data Subject otherwise deems that their rights were infringed in the course of processing of their personal data or there is a direct threat of such infringement, they may report this to the Hungarian National Authority for Data Protection and Freedom of Information (registered office: 1055 Budapest, Falk Miksa utca 9-11.; postacím: 1363 Budapest, Pf. 9.)

**Controller's email address:** [info@engame.hu](mailto:info@engame.hu)

**Controller's address:** 1122 Budapest, Maros utca 12., 3. emelet

**Controller's phone number:** +36 20 494 3599

**NAIH registration number:** NAIH-131600/2017