

**PRIVACY NOTICE REGARDING THE PROCESSING OF CANDIDATE EMPLOYEES  
PERSONAL DATA**

**PREMIER CAPITAL HELLAS SINGLE MEMBER SOCIETE ANONYME-ESTABLISHMENT,  
EXPLOITATION  
AND OPERATION OF RESTAURANTS**

**1. INTRODUCTION**

1.1. In order to process your job application, "PREMIER CAPITAL HELLAS SINGLE MEMBER SOCIETE ANONYME- Establishment, Exploitation and Operation of Restaurants", with the distinctive title "PREMIER CAPITAL HELLAS Single Member S.A." with registered seat at Kleisouras 9 Str., Metamorfosi, PC 144 52, Greece, will collect, use and/or disclose your personal data you provide to the Company either in hard copy by filling out the job application form or in electronic form, especially via the online employment application form on the corporate website and your CV, as well as other relevant documents and data provided to the Company by third-party employment agencies or employment search engines.

1.2. This Privacy Notice aims to provide you with information on how the Company manages your personal data and on the rights you have as data subjects.

**2. DATA CONTROLLER**

2.1. In this Notice "PREMIER CAPITAL HELLAS SINGLE MEMBER SOCIETE ANONYME- Establishment, Exploitation and Operation of Restaurants", with the distinctive title "PREMIER CAPITAL HELLAS Single Member S.A." with registered seat at Kleisouras 9 Str., Metamorfosi, PC 144 52, Greece, is referred to as the "Company" and/or "We" and/or "PREMIER CAPITAL HELLAS Single Member S.A.". The Company is the Data Controller under the applicable legislation, and the purposes and the way in which your personal data are collected, used and/or disclosed to third parties by the Company are explained in this Privacy Notice.

**3. LEGAL BASIS FOR THE PROCESSING**

3.1. The processing of your personal data is necessary in order to take steps at your request to evaluate your job application and the possibility of your recruitment by the Company and entering into a contract [article 6.1(b)GDPR].

**4. CATEGORIES OF PERSONAL DATA AND WAY OF PROCESSING**

4.1 The categories of personal data we process regarding our candidates are determined by the applicable legislation and include, inter alia, the following: name, surname, telephone (and/or mobile), email address, postal address, date of birth, work experience and previous employment, education and skills (ex. foreign languages) and any other information included in your CV and/or your personal statement to the Company.

4.2 In case you are invited to an interview, we may also collect other personal data if this is strictly necessary in order to assess your suitability for specific

positions. In addition, we may retain the information we received from the persons who interviewed you.

4.3 Any data you may have provided to the Company regarding other persons (ex. your affiliates, dependents, etc.) will be processed by us in accordance with the terms of this Privacy Notice. You are responsible for the accuracy of this data and information, and you also need to ensure that the aforementioned subjects are aware of the personal data provided by you and how they will be processed by the Company.

4.4 In case we receive personal data related to you from third-party application providers in the context of promoting the Company's jobs offers (for instance, through the Company's Facebook and LinkedIn account, through Snapchat's interface lenses, etc.), these data (including metadata such as IP address, location data, device data, etc.) will be processed by us in accordance with the terms of the present Privacy Notice. In addition, we encourage you to read the privacy policy and terms and conditions of use of each application you visit and use, in order to be aware of how your personal data is processed by each application, as we are not responsible for the policies and practices of third-party application providers.

## **5. USE OF YOUR PERSONAL DATA**

5.1 We will use your personal data in order to decide whether you are suitable to work for the position you have requested, including the evaluation and ranking of your skills and experience, and in order to keep you up to date on your progress.

5.2 Under certain circumstances, you have the right to object such processing of your personal data by contacting us at [dataprivacy@gr.mcd.com](mailto:dataprivacy@gr.mcd.com). If your application is approved, we will use your personal data for personnel management purposes as well as for the required checks, in particular to confirm your details and history.

5.3 After the expiry of the data retention period, as provided for in section 8 of the present, the Company may anonymize your personal data and use them for statistical reasons.

## **6. RECIPIENTS OF YOUR PERSONAL DATA**

6.1 In order to fulfill the above purposes, only duly authorized employees of the Company may have access to your personal data during the performance of their duties.

6.2 In the context of our business activities, third party service providers such as internet service providers, hosting services, cloud providers, technical support, legal services and accounting services may have access to your personal data. Each third-party provider collaborating with the Company, is contractually bound by contractual clauses for the processing of personal data in accordance with the GDPR, regarding the secure processing and confidentiality of your data.

6.3 We may decide for strategic or other business purposes, to sell or transfer our business in whole or in part. In the context of such sale or transfer, we may transmit information that we have collected and stored, including the information

concerning your name, surname and email address, to any party involved in the sale or transfer.

6.4 Exceptionally, we may disclose your personal data to third parties, including the competent police and prosecuting authorities, only if there is a statutory obligation to do so, or we are obliged by decision/order of a judicial, regulatory or other public authority.

## **7. TRANSFER OF YOUR PERSONAL DATA**

7.1 The personal data we collect are stored on secure servers located within the European Union (EU).

## **8. RETENTION OF YOUR PERSONAL DATA**

8.1 We will retain your personal data for as long as is strictly necessary in order to achieve the purpose of their collection, i.e. the evaluation of your application for a specific job offer. Your personal data may be retained by the Company for six (6) months from the submission of your application, based on your consent.

8.2 If you accept to work with us, personal data collected prior to your recruitment will form part of your personal record kept by the Company and will be maintained throughout your employment in the Company and for some additional years after the termination of the employment agreement in accordance with applicable legislation.

## **9. DATA SUBJECTS' RIGHTS**

9.1 Subject to applicable legislation, you have the right to access, i.e. to be informed, upon your request, whether or not your personal data are subject to processing and to receive further information on such processing. In addition, you have the right and the obligation to request the rectification of any inaccurate personal data, in case there is a change concerning your skills and /or the specific circumstances. In addition, as long as the requirements under the applicable legislation are met, you have the right to erasure, the right to restriction of processing, the right to data portability and the right to object to the processing.

9.2 Finally, you can lodge a complaint with the Hellenic Data Protection Authority [through its web portal](#) by filling the respective online form depending on the type of complaint (Offices: 1-3 Kifissias Str., PC 115 23, Athens, Call Center: + 30-210 6475600).

9.3 You may exercise these rights by contacting us at [dataprivacy@gr.mcd.com](mailto:dataprivacy@gr.mcd.com). The Company will take every measure to respond to your request within 30 days of receipt. That period may be extended by two further months taking into account the complexity of the request and/or the number of requests. The Company will inform you of any such extension within one month of receipt of your request, together with the reasons for the delay.

9.4 If such a request places us in breach of our obligations under applicable laws, regulations or codes of practice of the Company or in case the provision of information would result in disclosing personal information of other individuals,

then we may not be able to comply with your request, but you always have the right to ask the restriction of the processing of your personal data.

## **10. PERSONAL DATA SECURITY**

10.1 We apply technical and organizational security measures to protect the integrity and security of all our information, including personal data we retain.

## **11. CONTACT US - DATA PROTECTION OFFICER (DPO)**

11.1 The Company has entrusted the Data Protection Officer (DPO) with overseeing the compliance of the Company with personal data protection legislation, whom you can contact at [dataprivacy@gr.mcd.com](mailto:dataprivacy@gr.mcd.com) in case of any questions or concerns on the processing of personal data or if you wish to exercise one of the rights you have as data subject.