

## Data Privacy Statement

Your privacy is important to us. Processing of personal data through this recruitment solution shall at all time be in accordance with local privacy laws and regulations, and is based on a voluntary, explicit and informed consent from you.

By submitting your application, you voluntarily and explicitly give your consent, depending on which job advertisement you are applying to, to CETIN Hungary Zrt., CETIN doo Beograd or CETIN Bulgaria respectively, or the relevant Telenor CEE Company (Telenor Hungary, Telenor Bulgaria, Telenor Serbia, Telenor Montenegro or Mobi Banka AD), to collect and further process the personal and sensitive data you provide via the online registration form and other attachments you may upload. Generally, the type of personal data collected directly from you would include your name and contact details, information about your prior employment and your educational background.

If you provide us with details of a reference or any other third party as part of your application, it is your responsibility to obtain consent from that third party prior to passing their personal information to us.

By giving your consent, you also certify that the information which you have provided is accurate and complete. We will process your personal data, verify your identity, academic and professional qualification, working experience, evaluate your suitability for the position applied, if necessary, conduct background checks and for purposes to comply with any applicable local laws. You cannot limit the processing of your personal information for these purposes. If you do not consent to us processing your personal information for the said purposes, you may withdraw your application.

You may withdraw your consent at any time by contacting us, which will result in suspending further participation in the recruitment process.

SAP SuccessFactors, as our system provider and data processor, will store and process your data. If you are invited for an interview, and where required by local law or relevant for the position, the company you apply to may also collect additional personal data, including sensitive personal data such as credit history, criminal records or other data revealed by background checks. We may also store documentation from interviews you have attended.

Telenor CEE companies, CETIN Hungary Zrt., CETIN doo Beograd or CETIN Bulgaria respectively, may find it necessary to give access to your Personal Data to third parties, such as IT providers, for the purposes of system development and technical support. Where your personal data is disclosed to third parties, Telenor CEE companies, CETIN Hungary Zrt., CETIN doo Beograd or CETIN Bulgaria respectively, will ensure that those third parties abide by the laws, practices and policies relating to the collection, use and retention of personal data by the company you apply to.

If your initial application is unsuccessful, we would nevertheless wish to retain your personal data in order to consider you for existing or future positions within Telenor CEE companies, CETIN Hungary Zrt., CETIN doo Beograd or CETIN Bulgaria respectively. We may contact you if we have a position assumed relevant for you. Your personal data will therefore be retained for up to 180 days from the initial application date, unless you request us to delete it before the end of that period. We would only grant access to your personal data under a strict 'need-to-know' basis, and under appropriate contractual restrictions – always according to the Telenor's and CETIN Group's Privacy Statements and applicable local and EU laws.

If you accept an offer of employment, some of the personal data collected during the recruitment period will become part of your personnel records. Such data will be stored in accordance with local and EU privacy laws and regulations in the company of your employment. Some of the data will therefore be retained throughout your employment and even for number of years after the employment has ended, if required by local laws and regulations.

You have the right to find out exactly what personal data we have stored about you and the right to request access to your personal data. You have also the right to have us correct any errors or delete data which may be inaccurate.

We reserve our right to amend the Terms of Use at any time in order to address any changes in applicable data protection laws.

If you apply to a position with Telenor Hungary, please make sure that you read the [local terms and conditions](#) before you tick in the box/ Amennyiben a Telenor Magyarország álláshirdetésére pályázik, kérjük, a négyzet bejelölése előtt olvassa el a [vonatkozó helyi irányelveket](#) is!

If you apply to a position with Telenor Bulgaria, you can find out more in local recruitment privacy policies: [www.telenor.bg/privacy/privacy-policy-recruitment](http://www.telenor.bg/privacy/privacy-policy-recruitment)

If you apply to a position with Mobi Banka, you can find out more by contacting Data Protection Officer via e-mail: [zastitapodataka.banka@mobibanka.rs](mailto:zastitapodataka.banka@mobibanka.rs)

If you apply to a position with Telenor Serbia, you can find out more more in local recruitment privacy notice: <https://www.telenor.rs/sr/o-telenoru/selekcija-kandidata-privatnost/uvod>

If you apply to a position with Telenor Montenegro, you can find out more by contacting Data Protection Officer via e-mail: [lpo@telenor.me](mailto:lpo@telenor.me)

If you apply to a position with CETIN Hungary Zrt., you can find out more by contacting Data Protection Officer via e-mail: [dpo@cetin.hu](mailto:dpo@cetin.hu)

If you apply to a position with CETIN Bulgaria, you can find out more by contacting Data Protection Officer via e-mail: [privacy@cetinbg.bg](mailto:privacy@cetinbg.bg)

If you apply to a position with CETIN doo Beograd, you can find out more by contacting Data Protection Officer via e-mail: [dpo@cetin.rs](mailto:dpo@cetin.rs)