

Terms for submitting your CV and other data to PHARMATHEN (Candidate Data Protection Notice)

Thank you for your interest in submitting your candidate information to Pharmathen SA (hereinafter referred to as "Pharmathen" or "We"). By submitting your information to Pharmathen, We are given the opportunity to review it and if We feel that it meets the formal requirements of a job position, We may contact you to provide us with further details or to arrange an interview.

By submitting your CV or other relevant data (cover letter, communications, video interview recording etc.) to Pharmathen, you accept the following terms:

TERMS

1. When you submit your CV or other data relevant to your candidature, in any form, to Pharmathen, We collect and process your data to assess your professional skills and competencies and to examine possibilities of cooperation, acting under the capacity of a data controller, for the purposes of the General Data Protection Regulation ("GDPR"). Our processing of your data is based on your consent. You may withdraw your consent at any time by sending an email at dpo@pharmathen.com stating "REVOKE" in the subject line. In that case, We will no longer be able to examine possibilities of cooperation.
2. Your data is collected directly from you or indirectly through third parties that offer recruitment services to Pharmathen (ex. headhunters) or operate recruitment platforms, such as Workable (online application provided by Workable Software Limited).
3. When using Workable's technology for the selection process of an appropriate candidate, we use criteria expressly identified by Pharmathen or criteria that Pharmathen considers typical in relation to the role for which you have applied. The platform also enables us to link the data you provide with other information you have made publicly available on the Internet (ex. social media profiles related to business purposes, such as LinkedIn) which we will process to the extent that this data is necessary and relevant to the performance of the job which is being applied for. The process of filtering suitable candidates with respect to specific criteria, through this platform, is automatic. However, any and all decisions as to who Pharmathen will engage to fill job openings are made exclusively by our HR department.
4. Only our duly authorized employees and business partners may be granted access to your data. We may transfer your data to other companies or persons within the Pharmathen Group when this is necessary for the purposes of the processing. In these cases, these parties either act as controllers, determining the means and the purposes of the processing, or act as processors on behalf of Pharmathen. In both cases, this privacy statement applies.
5. When you apply for a job opening via the application function of a third-party job-site or similar online service provider, you should note that said provider may process your personal data acting under the capacity of a data controller. That means that any use of your data by said provider will take place in accordance with the provider's personal data/privacy policy/notice.
6. Your data may be transferred outside the European Economic Area in cases in which, for example, one of our data processors has its principal place of establishment or uses servers or staff, located outside the EEA (ex. Workable). Any and all data transfers to non-EEA countries take place under the strict condition that such countries have an adequate data protection level. If said

country has not been ruled by the EU Commission as having said adequacy, any personal data transfer takes place after appropriate measures have been taken guaranteeing an adequate level of protection in accordance with the conditions explicitly provided by EU and national legislation.

7. When you submit your data (including CV, video interview recording or any other material relevant to your application) in response to a job announcement published by Pharmathen or send us a speculative application for a potential future job match, we will retain your data for two (2) years starting from the date you applied. After the expiration of the retention period, Pharmathen may ask you to renew your consent and process your data for another two (2) years. However, you retain your right to request the deletion of your data at any time prior to that.
8. Data collected are kept in digital format and in some occasions in hard copy as well, with safety, at Pharmathen's premises/servers and/or our business partners premises/servers.
9. You declare that:
 - The information you provide is accurate and true.
 - You do not provide information on criminal convictions and offenses or special categories of personal data (sensitive data such as information on political opinions, religious or philosophical beliefs, trade union membership, genetic or biometric data, health data, etc.)
 - You do not provide information related to a third party, unless explicitly authorized by the third party.
 - When you submit your CV or other data via the website www.pharmathen.com, you also acknowledge, agree and accept the website's "[Data Protection Policy](#)".
10. You have the right to:
 - Request access to your personal data.
 - Request the rectification of your personal data if it is inaccurate or incomplete.
 - Request the deletion of your personal data, to the extent permitted by law.
 - Request the portability of your data, in other words, request to receive the personal data which you have provided to Pharmathen, in a structured, commonly used and machine-readable format and require that said data is transmitted to a third party, in certain situations.
 - Request the restriction of processing of your personal data, to the extent permitted by law.
 - Object to the processing, which may be expressed by means of withdrawing your consent. Processing of data that took place before withdrawing your consent is not affected.

If you have any request or question regarding this notice/policy, you may email us or send us a written request, using our contact details set out below. If you wish to exercise any of the above rights, we advise you to ask for our "Data Subject Request Form" and submit it using the following contact details.

By mail:

Pharmathen SA
ATT: DPO
44, Kifissias Avenue, 151 25, Marousi, Athens-Greece

By email: dpo@pharmathen.com

If you believe that your data protection rights have been violated, you have the right to lodge a complaint with the Hellenic Data Protection Authority (www.dpa.gr).