

Terms for submitting your Curriculum Vitae (CV) & Candidate Privacy Statement

Thank you for your interest in submitting your CV to Pharmathen SA (hereinafter referred to as the "Company"). By submitting your CV to our Company, we are given the opportunity to review your information and, if we feel that it meets the formal requirements for a job position, we may contact you to provide us with any other required information or to arrange an interview appointment. By sending your CV you accept the following terms:

TERMS

1. When you submit your CV to our Company, we collect and process your data to assess your professional skills and competencies and to examine possibilities of cooperation. Processing of data is based on your consent. You may withdraw your consent at any time by sending email to dpo@pharmathen.com stating "REVOKE" in the subject line. In that case we will not be able to examine possibilities of cooperation.
2. Your data are collected directly from you or indirectly through third parties that offer recruiting services to the Company (indicatively, Workable etc.)
3. 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 this 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 the Company. In both cases, this privacy statement applies.
4. 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, outside the EEA. Any and all data transfers to non-EEA countries take place provided 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.
5. When you submit your CV in response to a job announcement published by our Company or send us a speculative application for a potential future job match, we will retain your CV for two (2) years starting from the date you applied. After the expiry of the retention period, the Company may ask you to renew your consent and process your data for another two (2) years.
6. Data collected are kept in digital format and in hard copy, with safety, at our Company's premises/servers and/or our Business partners premises/servers.
7. You declare that:
 - You provide accurate and true information.
 - You do not provide information on criminal convictions and offenses or specific categories of personal 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 via the website www.pharmathen.com, you acknowledge, agree and accept the "Data Protection Policy" www.pharmathen.com/legal/data-protection
8. You have the right to:

- Request access to your personal data.
- Request the rectification of your personal data, if they are inaccurate or incomplete.
- Request the deletion of your personal data, to the extent permitted by Law.
- Request the restriction of processing of your personal data, to the extent permitted by Law.
- Request the portability of your data
- 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 to 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).