

PRIVACY NOTICE - PERSONAL DATA PROCESSING FOR THE CANDIDATES OF INTERNATIONAL PAPER POLSKA SP. Z O.O.

Pursuant to Article 13 of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC, hereinafter referred to as "GDPR", we hereby inform you that:

1. The Controller of your data is International Paper Polska Sp. z o.o. (hereinafter referred to as "Data Controller") with a registered office at ul. Lubicz 23, 31-503 Kraków, KRS 0000053310, NIP 5992707690, REGON: 211067311 with total share capital of 500,000.00 PLN.
2. Controller's contact details: ul. Lubicz 23, 31-503 Kraków, phone number: +48 (12) 252 6000
3. In all the matters concerning protection of personal data you are encouraged to contact Data Controller via my-privacy@ipaper.com.
4. Your personal data is processed to the extent specified as below:
 - a. Your name, surname, contact details, education and previous employment record is processed on the basis of legal obligation (current recruitment processes) and consent (future recruitment processes)
 - b. Any supplementary information you provide is processed on the basis of your consent.
 - c. Some additional information may be processed on the basis of legitimate interest - if it is necessary for determination of claims, redress and defense of claims.
 - d. Your personal data is processed for the period no longer than necessary to meet the purpose for which the data is processed.
5. Providing your data is not obligatory but necessary for the purpose of executing current and/or future recruitment processes.
6. Access to your data, with all safeguards ensuring security of data disclosure, is granted to:
 - a. Authorized employees of Data Controller and companies of International Paper's capital group
 - b. Authorized bodies and state institutions - in accordance with applicable law
7. Some of the recipients of personal data may have their registered offices in countries outside the European Economic Area (EEA), including USA, which do not guarantee adequate safety of personal data according to the standards of the European Commission. Entities from the International Paper capital group signed EU standard contractual clauses ("Standard Contracts) concerning the transfer of personal data from the capital group of International Paper to the entities in the USA. You may request to access that Standard Contract, through the contact details provided above.
8. You have the following rights:
 - a. Right of access do your data
 - b. Right to rectification of your data, if it is incorrect or incomplete,
 - c. Right to restriction of processing of your data, for example in case you question the validity of processing of your data
 - d. Right to erasure of your data, in case there are no justifiable grounds for its processing
 - e. Right to object to data processing
 - f. Right to withdraw your consent, to the extent on which data processing is based on your consent

If you have any questions concerning your rights in relation to data processing, do not hesitate to contact us at: myprivacy@ipaper.com

9. Additionally, should you decide that the processing of your data violates your rights or data protection regulation, you have the right to lodge a complaint with a supervisory authority – Prezes Urzędu Ochrony Danych Osobowych.
10. Your data is not subject to automated individual decision-making, including profiling