



Candidate Privacy Notice

Effective as of 28th of June 2024

Introduction

ROCKWOOL Romania ("ROCKWOOL") is committed to safeguarding your privacy. The protection of personal data is important to us and we only process personal data in compliance with the applicable data protection requirements, in particular the General Data Protection Regulation ("GDPR").

ROCKWOOL Group has implemented a set of Binding Corporate Rules (BCRs), introducing a global standard of data protection requirements to be complied with by all ROCKWOOL entities. The BCRs provide you with sufficient guarantees that personal data are protected in accordance with the requirements of the Regulation (EU) 2016/679 (General Data Protection Regulation, GDPR), even when they are transferred between the different ROCKWOOL companies within the ROCKWOOL Group. In cases where national legislation requires a higher level of protection for personal data than granted by the BCRs, the national legislation will take precedence.

This Candidate Privacy Notice describes what kind of personal information we collect about you in the course of the recruitment process, how we use them and how long we store them in our systems.

A. The data controller

ROCKWOOL Romania
1A, Ploiesti Bucuresti Road, A building, 4th floor, Bucharest
Romania
E-mail: dataprotectionswe@rockwool.com
Company reg. no. : J40/6208/2009

B. Contact

In case of any questions regarding this Candidate Privacy Notice and/or our processing of your personal data please feel free to contact us on:

Email: dataprotectionswe@rockwool.com

C. Information on the processing of personal data

ROCKWOOL Romania will collect and process personal data, which is necessary for conducting the recruitment process. Some personal data you can choose to provide voluntarily. We will always let you know which personal data is necessary (e.g. via the use of an asterix (*)) and the consequences of not providing such data to us.

We recommend that you do not disclose sensitive personal data, such as information revealing racial or ethnic origin, religion, trade union membership, sexual orientation, health, etc. in your application, unless it is relevant for the position you are applying for.

Categories of personal data	Personal data elements	Purposes of processing	Legal bases	Retention periods
Personal information	First and last name, age, gender, citizenship, place of birth, date of birth, marital status, military or veteran status, nationality, signature, contact information (home address, phone number)	To conduct the recruitment process	Legitimate interest in running the recruitment process (Article 6 (1) (f) GDPR)	If you are offered a position with ROCKWOOL, your personal data obtained during the recruitment process will be stored in your employee file.
Education & Skills	<p>Academic transcripts, education and training history, educational degrees, grade, languages, results of assessments (e.g., personality tests, skills and abilities, etc.)</p> <p>References from previous and/or current employers</p> <p>Competences, performance, as well as your general appearance</p>	<p>To agree on conditions and to make an offer</p> <p>To verify your skills and qualifications</p> <p>To consider you for future recruitment processes</p>	<p>Upon making the offer – taking necessary steps to enter into a contract (Article 6 (1) (b) GDPR)</p> <p>Legitimate interest in assessing if you fit the requirements (Article 6 (1) (f) GDPR)</p> <p>Consent for keeping your personal data in our database to be used for future recruitment processes (Article 6 (1) (a) GDPR)</p>	<p>If you are not offered a position, we will delete your data six (6) months after the end of the recruitment process.</p> <p>TBD / until you withdraw your consent</p>
Financial	Bank account information	To reimburse you for agreed costs incurred in relation to the recruitment	Consent for processing your personal data (Article 6 (1) (a) GDPR)	Five (5) years from the date of reimbursement
Other	Photo and other non-mandatory information you include in your application	To conduct the recruitment process	Consent for processing your personal data (Article 6 (1) (a) GDPR)	<p>If you are offered a position with ROCKWOOL, your personal data obtained during the recruitment process will be stored in your employee file.</p> <p>If not, we will delete your</p>

	Criminal background checks if required by the position you are applying for	To comply with legal requirements for the position	Legal obligation (Article 6 (1) (c) GDPR)	data six (6) months after the end of the recruitment process.
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D. Transfers within the ROCKWOOL Group

Personal data collected may be transferred internationally between entities in the ROCKWOOL Group for the purposes for which they were gathered, provided that such transfer is not prohibited or restricted by law. All transfers between EU/EEA and non-EU/EEA ROCKWOOL entities are legalised by the ROCKWOOL Binding Corporate Rules.

An overview of the ROCKWOOL Group is available at <https://www.rockwool.com/group/privacy-statement/rockwool-group-companies/>.

E. Disclosure, transfer and making available of personal data to third parties

Our disclosure and transfer of your personal data to third parties (entities outside the ROCKWOOL Group) is kept to a minimum and is subject to the existence of an adequate level of data protection. We may disclose or make personal data available to third parties under the following circumstances:

- Third parties who carry out services on our behalf, such as hosting, IT-support, marketing services, and administrative services. Third parties are only allowed to process the personal data in accordance with our instructions and subject to a written data processing agreement.
- To establish, exercise or defend our legal rights.
- If you have provided your prior consent to the disclosure of personal data to a third party.

If the recipient of the personal data is located in a country outside the EU/EEA not subject to an Adequacy Decision issue by the European Commission, we will only transfer your personal data to such recipient under a written transfer agreement based on the EU Commission's Standard Contractual Clauses or the EU-US Data Privacy Framework.

Your consent

If any of our processing activities are based on your consent you will have the right to withdraw your consent at any time. If you withdraw your consent, we will cease to process your personal data, unless and to the extent the continued processing or storage is permitted or required according to the applicable personal data legislation or other applicable laws and regulations.

Please note that the withdrawal of your consent will not affect the lawfulness of processing conducted prior to the withdrawal. Further, as a consequence of your withdrawal of your consent, we may not be able to satisfy your requests.

Security

ROCKWOOL undertakes to have in place the appropriate technical and organisational security measures to ensure adequate level of protection for your personal data.

F. Your rights as data subject

1. **Right to access** (Article 15 GDPR), i.e. right to obtain confirmation whether we process your personal data.
2. **Right to rectification** (Article 16 GDPR), i.e. right to receive the rectification of inaccuracies of your personal data and completion of incomplete personal data.
3. **Right to erasure** (Article 17 GDPR), i.e. the right to erasure of your personal data without undue delay. Please keep in mind that this is not an absolute right and certain exemptions apply.
4. **Right to restriction** (Article 18 GDPR), i.e. right to restrict further processing of your personal data if one of the conditions specified in Article 18 (1) GDPR applies.
5. **Right to data portability** (Article 20 GDPR), i.e. right to receive your personal data in structured, machine-readable format for your own use or to have it transmitted by us directly to another controller.
6. **Right to object** (Article 21 GDPR) gives you a possibility to object to processing of your personal data whenever the legal basis for such processing is our legitimate interest (Article 6 (1) (f) GDPR). This is not an absolute right and in certain cases we may override your request and inform you about the reasons.
7. **Right to withdraw consent** (Article 7 (3) GDPR) whenever the processing is based on it. If you withdraw your consent, we will cease to process your personal data, unless and to the extent the continued processing or storage is permitted or required according to the applicable personal data legislation or other applicable laws and regulations.
8. **Right to lodge a complaint** (Article 77 GDPR) with a competent supervisory authority, if you deem we have infringed your right to personal data protection.

Autoritatea Nationala de Supraveghere a Prelucrării Datelor cu Caracter Personal

B-dul G-ral. Gheorghe Magheru 28-30 , Bucuresti
010336
ROMANIA

E-mail: anspdcp@dataprotection.ro; dpo@dataprotection.ro

G. Contact

If you have a request, questions or complaints about the processing of personal data carried out by ROCKWOOL, please reach out to the Recruiter you have been in contact with or contact us at dataprotectionswe@rockwool.com. The same contacts will assist if you are unable to digitally access any of the information mentioned in this notice.