

EMPLOYEE CANDIDATE PRIVACY NOTICE REGARDING THE PROCESSING OF YOUR PERSONAL DATA

Dear Employee Candidate;

This privacy notice has been prepared by Haseki Turizm Saęlık İnş. San. ve Dıř Tic. Ltd. řti., acting as the data controller, in order to inform you, within the framework of Article 10 of the Personal Data Protection Law No. 6698 ("KVKK") and the Communiqué on the Procedures and Principles to be Followed in Fulfillment of the Obligation to Inform, about the purposes for which your personal data is processed, the legal grounds, the method of collection, the persons to whom it may be transferred, and your rights under the KVKK.

We do not have absolute control over the information you include in the resumes you send to us or on the websites that mediate your communication with us. We recommend that you do not share with our Company any personal data and special categories of personal data that you do not want us to know.

1. Which Personal Data Do We Process?

- Your name, surname, date and place of birth, gender, marital status, and nationality information;
- Your e-mail address, address, and mobile phone number;
- If you include it in your resume, information regarding your health (such as your disability status);
- Your educational status, certificate and diploma information, expertise information, foreign language knowledge, information regarding your skills, information about seminars and courses you have attended, computer knowledge, and exam result information;
- Information regarding your work experience (for example, sectors and companies you previously worked in, your position, responsibilities, and salary received);
- Your photograph;
- Your driver's license information;
- Information regarding your hobbies;
- Your salary expectation;
- Your military service status information;
- Your reference information (the reference person's name and surname, title, workplace, and contact information);
- Other information that you voluntarily add to your resume but that we cannot foresee.

The above data is processed in accordance with the KVKK.

If your job application is not approved, the relevant data may be retained by Haseki Turizm Saęlık İnş. San. ve Dıř Tic. Ltd. řti. for up to 1 year; if it is approved, it may be retained for up to 10 years from the date of your departure from the workplace.

2. For What Purposes Do We Process Your Personal Data?

The personal data specified above is processed for the following purposes in relation to the performance of this Service Agreement concerning the employment service provided to you:

- To manage your job application process;
- To communicate with you;
- To determine whether you have sufficient qualifications for the position we may propose to you;
- To contact persons from whom we may obtain references about you and to determine whether you are suitable for the job;
- To determine the position you wish to work in, your salary expectation, whether you can work in other positions, and your start date;
- To determine whether you can drive a vehicle if the need to use Company vehicles arises;
- To determine your age suitability for the position to be proposed to you and to ensure compliance with the Regulation on the Procedures and Principles for the Employment of Children and Young Workers;
- To enable our human resources department to remember you easily when you come for an interview;
- To contact the employee candidate and, if the employee candidate is accepted for employment, to prepare the personnel file;
- To determine whether you have any condition that may interrupt your work during the employment contract and to ensure compliance with Article 75 of the Military Penal Code No. 1632.

3. By Which Method and on Which Legal Grounds Do We Process Your Personal Data?

The personal data in question is processed, depending on your explicit consent, on the legal grounds set forth in Article 5 of the Law: (i) "it is necessary for the data controller to fulfill its legal obligation", (ii) "data processing is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject", and (iii) "processing of personal data belonging to the parties to a contract is necessary, provided that it is directly related to the establishment or performance of a contract". Such processing may be carried out by automated means (for example, automatic transmission to our system through the internet) or by non-automated means (for example, noting down information you provide to us by telephone).

4. To Whom and for What Purposes Do We Transfer Your Personal Data?

Your personal data may be transferred to judicial authorities or the relevant law enforcement authorities for the resolution of legal disputes or upon request pursuant to the relevant legislation.

5. What Are Your Rights Regarding the Processing of Personal Data and How Can You Exercise These Rights?

You may submit your requests regarding your rights specified in Article 11 of the KVKK to Haseki Turizm Sağlık İnş. San. ve Dış Tic. Ltd. Şti. in writing, in accordance with Article 5 of the Communiqué on the Procedures and Principles of Application to the Data Controller, or by using a registered electronic mail (KEP) address, secure electronic signature, mobile signature, or the electronic mail address previously notified by the data subject to the data controller and registered in the data controller's system. An application form that you may use has been published on our website in order to inform you and provide convenience. [Click here to view](#)

the relevant form.