

## **PRIVACY STATEMENT FOR JOB APPLICANTS**

This privacy statement applies whenever you submit your personal information to ECI Telecom Ltd. as part of a job application.

We respects your privacy and are committed to protect the personal information that you share with us. When you apply for a job with us or any of our affiliates we need your personal information to consider whether you are a good fit for relevant positions and to further contact you if the application process continues. This policy statement describes how we collect and use your personal information when you submit a job application.

### **Information We Collect**

Personal information means any information that may be used to identify an individual, including, but not limited to, a first and last name, email address, a home, postal or other physical address, other contact information, title, birth date, gender, occupation, industry, personal interests, CV and other information you provide as part of a job application. In addition to the preliminary information you send us as part of the application, we may collect more information about you in personal interviews or through further communications to the extent applicable.

### **Information We Receive from Third Parties**

Instead of directly submitting your job application or personal information to us, we provide you with the ability to send such information using tools offered by third parties such as LinkedIn (when you decide to provide your CV by linking to your profile) or directly via Comeet (when you apply for our job posting). Any information we receive from such third parties in the context of your job application is subject to this privacy statement and we will be the controllers with respect to such information. However, please note that by using such third party tools you may be required to review and consent to the privacy statements of such third parties and their use of your information will be subject to such privacy statements that we assume no liability for.

### **Legal Basis for Processing**

Our collection and processing of personal information is based on our legitimate interest to seek new employees and consider job application and our need to carry out the above processing of information, which is in anticipation of the possibility of entering into contractual engagements with you.

To the extent that we use the personal information to consider you for new job openings in the future, we will request your specific, freely-given, unbundled, informed and separate consent to such uses.

## **Information Sharing and Disclosure**

Because we are a global company, your personal information may be shared with our other offices or affiliates around the world. All such entities are governed by this privacy statement or are bound by the appropriate confidentiality and data transfer agreements.

We may send your personal information to other companies/entities or people under any of the following circumstances:

- a) we need to send the information to companies who work on our behalf to provide services directly related to the job application process, such as external assessment institutions (we will only provide those companies the information they need to assist us in the job application process, and they are prohibited from using that information for any other purpose);
- b) in the event of sale or transfer of all or substantially all of our or any of our affiliate's shares or assets, in cases of mergers or in case of negotiations with respect to the foregoing;
- c) if required to do so by law, or in urgent circumstances, to protect personal safety, the public or our website.

Other than as described above, any other transfer of your personal information to third parties will be subject to your consent.

For the above purposes, personal information may be transferred to recipients in countries around the world (which may be located outside the EU/EEA, European Economic Area) which in some cases may have a lower level of protection than that within the EU/EEA. When transferring personal data to countries outside the EU/EEA, to jurisdictions that did not receive an adequacy decision by the European Commission, we use standard contractual clauses approved by the European Commission to ensure a sufficient level of protection for your personal information. The standard contractual clauses can be found via the following link: [http://ec.europa.eu/justice/data-protection/international-transfers/transfer/index\\_en.htm](http://ec.europa.eu/justice/data-protection/international-transfers/transfer/index_en.htm).

## **Data Retention**

We store the personal information as long as it is necessary to fulfil the purpose for which the data has been collected. This means that we delete your personal information when such information is no longer necessary. By applying to an opportunity at ECI you agree that we contact you for consideration as well as future openings, we will retain your personal information for longer periods in order to send you future information on job openings and consider you for further positions. Statistics which has been anonymised may be saved thereafter.

**Data Subject Rights**

You may at any time request the rectification or erasure of your personal information. Please note however that deletion could mean that we cannot process your job applications. You have the right to request a copy of your personal information from our record. You have the right to request a limitation of the use of your personal information (for example if you deem the information to be incorrect) or the termination of use of your personal information.

**Data Security**

We safeguard the security of the data you send us with physical, electronic, and managerial procedures, taking into consideration the state of the art technology, the costs of implementation and the nature, scope, context and purposes of processing as well as the risk of processing your personal information. While we strive to protect your personal information, we cannot ensure the security of the information you transmit to us, and so we urge you to take every precaution to protect your personal data when you are on the Internet.

**Changes to this Privacy Policy**

We may amend this policy from time to time. If we make any substantial changes in the way we use your personal information we will make that information available by posting a notice on this site.

**Privacy Inquiries**

We are responsible for the processing of your personal information, and requests to exercise your rights as stated above shall be addressed to [*GDPR.info@ecitele.com*]

If you are a resident of the EU/EEA, and have a complaint regarding the processing of your personal information by us, you are entitled to report such dissatisfaction to the applicable supervisory authority in your country of residence.