



A1 Privacy Statement Applicants

Version 1.2

For A1 Telekom Austria AG ("A1") the secure and sensitively handling of data has top priority. You can trust us to handle your data securely – this is very important to us. A significant part of this is to ensure that our provisions relating to data protection are transparent for all data subjects.

The controller responsible for data processing is A1 Telekom Austria AG, Lassallestrasse 9, 1020 Vienna. You may also contact our data protection officer at this address.

In the event of your corresponding consent, the data will be shared within the A1 Telekom Austria Group with the following group companies:

Telekom Austria AG; A1 Digital International GmbH; A1 Digital Deutschland GmbH; A1 Slovenija d.d., Slovenia; A1 Hrvatska d.o.o., Croatia; A1 Srbija d.o.o., Serbia; A1 Bulgaria EAD, Bulgaria; A1 Makedonija DOOEL, Macedonia and Unitary enterprise A1, Belarus.

In order to protect your data, we have appropriate technological and organisational measures in place, and we also train our employees in handling personal data on a regular basis. Please find below an explanation as to which of your personal data we process for what purpose and to what extent.

We process the following data about you (if applicable, those of the legal representative(s)) on the legal basis of the legitimate interest pursuant to Art. 6 (1) lit. f GDPR, provided that you have notified us of this in your application:

First name, last name, phone number, email address, date of birth, home address, covering letter/ letter of motivation, curriculum vitae, certificates and other documents (which you attach voluntarily).

Processing your data

- We process your above-mentioned data in order to check whether you are a candidate for a position and to contact you in this regard. We will erase your data no later than 7 months after rejecting your application.
- If you have given us your consent (legal basis according to Art. 6 (1) lit. a GDPR), your application will be stored in a group-wide database to which the recruiters of all our A1 group companies have access and will keep your data for 3 years if you have given us your consent.

Please note: You can also withdraw consent given to us at any time. To do so, send us an email to the following email address: recruiting.dataprotection@a1.group. If you withdraw your consent, we will no longer process your data for those purposes. The withdrawal of consent does not affect the lawfulness of the processing carried out on the basis of the consent until the withdrawal.

Data processing on behalf of a controller

Even if we engage a processor to process data on our behalf, we shall remain responsible for the protection of your data. We shall engage processors outside the European Union only if an adequacy decision was passed by the European Commission for the third country in question or if we have agreed on suitable guarantees or binding internal data protection provisions with the processor.

You may assert the following rights with respect to the processing of your data:



Right of access: You may request confirmation from us as to whether or not your data are being processed by us and to what extent.

Right to rectification: If we process your personal data which are incomplete or incorrect, you may request – at any time – that we correct or supplement them.

Right to erasure: You may request that we erase your personal data if we have unlawfully processed them or if such processing disproportionately interferes with your legitimate interests that need to be protected. Please note that there may be reasons that are opposed to immediate erasure, e.g. in case of statutory obligations to retain documents.

Right to restriction of processing: You are entitled to request from us restriction of processing of your data if

- you contest the accuracy of the data, for a period enabling us to verify the accuracy of the data,
- the data processing is unlawful but you oppose the erasure of the data and request the restriction of their use instead,
- we no longer need the data for the intended purpose, but you need these data for the establishment or defence of legal claims, or
- you have objected to processing of the data.

Right to data portability: You may request us to make your data, which you have entrusted to us, available in a structured, commonly used and machine-readable format if

- we process such data based on revocable consent given by you or for fulfilling a contract concluded between us, and
- said processing is carried out by automated means.

Right to object: If we process your data to perform any tasks that are in the public interest, to exercise public authority or if, during processing, we invoke the necessity to protect our legitimate interest, you may object to such data processing, provided there is an overriding interest in protecting your data.

Right to lodge a complaint: If you believe that we violate Austrian or European data protection law in processing your data, we kindly ask you to get in touch with us in order to clarify any questions. Obviously you are also entitled to lodge a complaint with the Austrian Data Protection Authority, and also with a supervisory authority within the EU.

Assertion of rights:

If you want to assert any of the above-mentioned rights towards our company, please send us an email to the following email address: recruiting.dataprotection@a1.group.

Confirmation of identity:

In case of doubt, we may request additional information to confirm your identity, such as a legible copy of a valid photo ID with a signature. This is meant to protect your rights and your privacy.

Excessive use of rights:

If you make use of any of the above-mentioned rights in a clearly unjustified way or particularly often, we may charge a reasonable handling fee or refuse to deal with your application.