

Privacy Notice Regarding Personal Data for Job Applicants

We, Camplight Ltd., Identification number: 201875626 with management seat and registered address: 5800 Pleven, Bulgaria, 150 Deseti Decemvri str., floor 2, and Cooperative Camplight Coop., Identification number: 207352038, with management seat and registered address: 5800 Pleven, Bulgaria, 150 Deseti Decemvri str., floor 2, contact details: team@camplight.net (hereinafter collectively referred to as “Camplight Group of Related Legal Entities” or briefly “Camplight Group” and “We”), understand the importance of confidentiality and the protection of your personal data.

When you apply for a job with the Camplight Group, you voluntarily participate in our recruitment process and provide the Camplight Group with application documents such as a curriculum vitae (CV) and/or a cover letter and/or other documents of your choice. These documents contain personal data (your name, phone number, email address, educational background, professional experience, and other information you decide to provide) that the Camplight Group processes for the purpose of selecting employees and considering the possibility of entering into an employment or civil contract with you, as well as for establishing other business relations with you.

The Camplight Group may collect, draft, and process secondary documents containing personal data related to the conduct of our recruitment and selection procedures, such as tests, interview protocols, and similar records. These may include any data provided during the recruitment process, including but not limited to test results, code, tasks, and video/audio recordings.

The Camplight Group may receive personal data about you during the selection process either directly from you or, sometimes, from third parties, such as the Employment Agency or a recruitment agency, as well as through intermediaries who published the job advertisement.

Currently, we store and process your personal data within the territory of the Republic of Bulgaria. However, it is possible that some of your data may be transferred to entities located within or outside the European Union.

The processing of your personal data may include storing it in our database, contacting you for an interview, and assessing your personal and professional qualifications for the respective position. For the purposes of the selection process, the Camplight Group may share your personal data with third-party service providers specializing in personnel recruitment and hiring as well as with our clients for the purposes of matching the best candidates for the most suitable job/projects for them.

By applying for a job with the Camplight Group through submitting application documents such as a curriculum vitae (CV) and/or cover letter and/or other documents of your choice, you consent to the Camplight Group storing the personal data you provided for up to 5 years from

the date of receipt. The Camplight Group retains your personal data for a period longer than the statutory 6-month duration based on your consent, enabling us to contact you for subsequent job opportunities. You may withdraw your consent for processing your personal data at any time. Upon the expiration of the 5-year period, the Camplight Group has the right to update the stored data about you and request your consent to retain it for another 5-year period with the purpose of contacting you for subsequent job opportunities you may be suitable for.

In cases where we must comply with a law applicable to us that requires the processing of your personal data for a certain period, or where the data is necessary for the assertion or defense against legal claims, we will process the personal data until the required period has expired or the respective claims have been settled if they extend beyond the 5-year retention period.

We may also store data in an aggregated and anonymized form so that it is not considered as personal data under the applicable national and European legislation.

Under the General Data Protection Regulation (EU 2016/679), you have the right to obtain information about the type and volume of personal data we hold about you, request the deletion or correction of your data in case of discrepancies, object to the processing, request restriction of processing, as well as data portability.

If you have questions regarding the processing of your personal data or wish to exercise the aforementioned rights, you may contact our data protection officer, Margarita Hristova, at margarita@camplight.net.

Detailed information regarding the collection, processing, and storage of personal data by the Camplight Group can be found in our [Privacy Policy](#).

Sincerely,

The Team at Camplight Ltd. and Cooperative Camplight Coop.