

## General information

This data privacy statement, which refers exclusively to data collected as part of the online application process, is to inform you about how your personal data that is collected as part of the online application process is handled at our end.

All applications to the Blackshark.ai companies are handled by Blackshark.ai GmbH.

## The controller

The controller under data protection law is:

Blackshark.ai GmbH

Am Eisernen Tor 1/3, 8010 Graz, Österreich

Commercial register entry number: FN 533266 s

Registration Court: Landesgericht Graz

E-mail: [privacy@blackshark.ai](mailto:privacy@blackshark.ai)

## Personal data collected as part of the application process

Personal data means any information concerning the personal or material circumstances of an identified or identifiable individual. This includes information such as, for example, your name, address, telephone number and date of birth, but also data relating to your specific career etc. by reference to which a specific individual can be identified with reasonable effort. However, information which cannot be (in)directly associated with your real-life identity is not personal data.

## Fundamentals and purposes of processing personal data collected from application documents and during the application process

If you apply to us electronically, i.e. via e-mail or using our online form, we will collect and process your personal data for the purpose of executing the application process and preparing contracts. By submitting an application via our recruitment website, you express your interest in taking up work with us. In this context, you transmit personal data, which we will use and store exclusively for the purpose of your job search / application process.

In particular, the following data is collected during this process:

-Name (first and last names)

-E-mail address

-Phone number

-Start date

-Location

-Nationality

-Date of birth

-Place of birth

-Country of birth

-If legally authorized to work in Austria and other locations where Blackshark.ai is present

-LinkedIn profile (optional)

-Channel through which you found us

Furthermore, you can choose to upload expressive documents such as a cover letter, your CV and reference letters. These may contain additional personal data such as address etc.

Only authorized HR staff and staff involved in the application process have access to your data.

The personal data is stored, as a rule, exclusively for the purpose of filling the vacancy for which you have applied.

Your data will be stored for a period of 1 year after the application process has been concluded. This is usually done to fulfill legal requirements and/or defending ourselves against any claims arising from legal provisions. After this period, we are obligated to delete or anonymize your data. In case of anonymization, the data will only be available to us in the form of so-called metadata, without any direct personal reference, for statistical analysis (for example, share of male and/or female applicants, number of applications per specified period of time etc.).

Furthermore, we reserve the right to store your data after the application process has been concluded for the purpose of adding it to our Talent Pool in order to identify any other vacancies that may be of interest to you. This includes, for example, applications for internships. By accepting the data privacy statement, you consent to any further storage of your data as well as its inclusion in our Talent Pool.

Should you be offered and accept a position with us during the application process, we will store the personal data collected as part of the application process for at least the duration of your employment.

### **Disclosure of data to third parties**

Data transmitted as part of your application will be stored in a database operated by Lever, which offers an applicant management software solution. In this context, Lever is our processor under article 28 of the GDPR. In this case, the processing is based on an agreement for the processing of orders between us as the controller and Lever.

### **Rights of data subjects**

If we as the controller process personal data, you as the data subject have certain rights under Chapter III of the EU General Data Protection Regulation (GDPR), depending on the legal basis and the purpose of the processing, in particular the right of access (article 15 of the GDPR) and the rights to rectification (article 16 of the GDPR), erasure (article 17 of the GDPR), restriction of processing (article 18 of the GDPR), and data portability (article 20 of the GDPR), as well as the right to object (article 21 of the GDPR). If the personal data is processed with your consent, you have the right to withdraw this consent under article 7 III of the GDPR.

To assert your rights as a data subject in relation to the data processed during this online application process, please contact us over our privacy email address (see item 2).

### **Concluding provisions**

We reserve the right to adjust this data privacy statement at any point in time to ensure that it is in line with the current legal requirements at all times, or in order to accommodate changes in the

application process or other processes. In this case, the new data privacy statement applies to any later visit of this recruitment website or any later job application.

In addition to this data privacy statement, please view [Blackshark.ai](#) general data privacy statement.