



JOB APPLICANT

PERSONAL INFORMATION APPLICABLE TO CANDIDATES DATA PROTECTION INFORMATION TEXT

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KARDELEN PAINT AND CHEMICAL INDUSTRY TRADE LIMITED COMPANY

APPLICABLE TO CANDIDATES APPLYING FOR THE JOB. PERSONAL DATA PROTECTION INFORMATION TEXT

This Privacy Notice is provided by Kardelen Paint and Chemical Industry Trade Limited Company. This document has been prepared by "Kardelen Boya" (hereinafter referred to as "Kardelen Boya" or "the Company") within the scope of the "Kardelen Boya Personal Data and Information Security Framework Policy".

The purpose of this information text is to inform candidates applying for jobs at the company about their qualifications. The goal is to ensure that personal data is processed lawfully and transparently.

This document has been prepared to inform individuals about which personal data is collected in relation to job applications, why the collected data is processed ("Purpose"), the legal grounds for processing ("Legal Basis"), with whom it is shared, for how long it is stored, and the rights and obligations of job applicants regarding their personal data.

Data Controller's Identity and Contact Information:

Data Controller Kardelen Paint and Chemical Industry Trade Limited Company
Trade Registry Number : 110506
Address Alçy OSB Mah. 2036 Cad. No:7 Sincan/Ankara, Türkiye
Phone Number : (+90) 312 398 11 33
Email kvkk@kardelenboya.com.tr
Website : <http://www.kardelenboya.com.tr/>

Data Protection Liaison Officer: kvkk@kardelenboya.com.tr

According to the Law No. 6698 on the Protection of Personal Data, personal data refers to any information relating to an identified or identifiable natural person. Accordingly, your name, address, telephone number, identity number, and date of birth, as well as data about your career that could reasonably identify you, are considered within this scope.

A. Personal Data Collected Directly from Candidates

This Privacy Notice covers all personal data collected by Kardelen Boya regarding candidates within the scope of recruitment processes. This data includes, but is not limited to, the following data categories:

1. Your personal information (first and last name), contact information, and nomination status.

2. Information included in your CV or resume, such as employment history, education, skills and competencies, personal interests, spoken foreign languages, and results from completed surveys.
3. Evaluation and information regarding work history, position, and whether there are any travel restrictions or concerns about changing residential address for the offered position.
4. Names and contact information of the individuals to be listed as references. (The applicant is responsible for providing the company with the information of the individuals to be listed as references in accordance with the law.)
5. Past and current salary information, as well as information regarding the salary and other compensation the candidate expects from the Company.
6. In addition to the points mentioned above, evaluation notes are prepared by Kardelen Boya employees assigned to manage the recruitment processes, for the purpose of managing the application process and maintaining communication throughout the recruitment activities.

During the recruitment process, candidates may be asked to participate in assessment and evaluation tests, professional personality questionnaires, and/or interviews. Assessment and evaluation will be conducted with the participation of both prospective employees and Kardelen Boya personnel. For example, you may be asked to take a written exam or participate in an interview for evaluation purposes. Data collected in this context is subject to the candidate's consent, and the provision of personal data is subject to their discretion. There is no legal or contractual obligation whatsoever.

B. Personal Data That May Be Obtained from Third Parties We may contact

you by posting advertisements for our open positions on job posting websites, based on your profile settings on those platforms or your suitability for the job advertisement. If you apply for an open position through a job search application, digital platform, or similar online service, personal data about you may be processed by the relevant Service Provider (Business Partner), and data about the status of your application to Kardelen Boya may also be collected.

Your personal data may be shared with the party recommending you as a candidate for a specific position or We may also receive information about your eligibility from a third party.

Personal data about a candidate may be generated by the Company or, if applicable, third parties through measurement and evaluation tests, surveys, interviews, or a combination of these methods. The level of access the Business Partner has to your personal data will depend on the terms of the agreement between you and the Business Partner, and the terms of the agreement between the Company and the Business Partner.

C. Analysis of Personal Data Exclusively Through Automated Systems

As a matter of principle, the company does not use automated decision-making processes in job application procedures. Even when assessment tools such as tests provided by third parties are used, individual participation and evaluation are involved at each stage.

C. Purposes and Legal Grounds for Processing Your Data

Kardelen Boya uses personal data for the purposes of managing recruitment processes and evaluating candidates in the context of open positions;

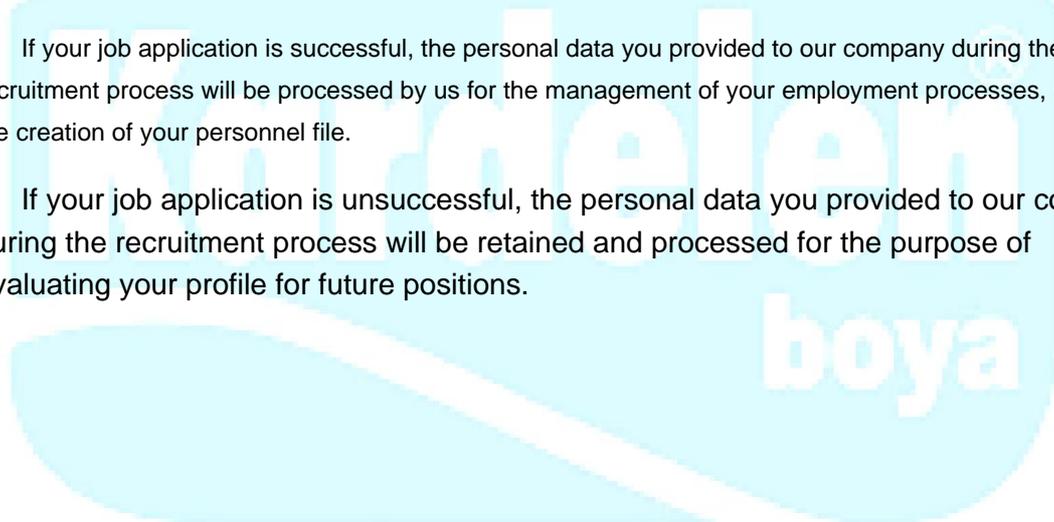
1. Identifying potential candidates for open or future positions,
2. Evaluation of your knowledge and skills related to the job to be performed and decision regarding hiring, giving,
3. Your suitability for other positions within our company will be evaluated.

4. Verification of the data provided to us through your references,
5. Verification of your criminal record in accordance with the provisions of the current legislation.
6. To keep you informed about the progress of your recruitment process within the company, you will receive notifications via email, SMS, or other methods.
7. Protecting our legitimate interests and fulfilling our legal obligations,
8. If we determine that you may be suitable for other open positions within our company, we will inform you about those positions via email, SMS, or other methods.

9. Verification of data obtained from third parties regarding you and the data you provide to us.

If your job application is successful, the personal data you provided to our company during the recruitment process will be processed by us for the management of your employment processes, such as the creation of your personnel file.

If your job application is unsuccessful, the personal data you provided to our company during the recruitment process will be retained and processed for the purpose of evaluating your profile for future positions.



D. Legal Basis

Your personal data collected during recruitment and communication processes is processed in accordance with the legal grounds described below:

Intended Use	Legal Basis	Data Categories
Identifying potential candidates for current or future positions.	The legitimate interests of the company	any include the data you provide and data obtained from business partners and third parties.
Assessment of your knowledge and skills related to the job to be performed and a decision regarding your hiring.	Preliminary actions required for signing an Employment or Service Contract	Data provided by you and data obtained from Business Partners and third parties.
Your suitability for other positions will be assessed.	Candidate's Explicit Consent	Submitted by you data and data obtained from business partners and third parties
Data provided to us through your references	Candidate's Explicit Consent	Data regarding the required qualifications
Criminal record check	current provisions legislation	Submitted by you data and data obtained from business partners and third parties
You will be informed about the progress of your recruitment process within the company via email, SMS, or other methods.	Preliminary actions required for signing an Employment or Service Contract	Name and Surname, Number, email Communication
our interests Legitimate protection and the fulfillment of our legal obligations	Our legitimate interests	Personal information, notes taken regarding your job application process.
If we deem you suitable for other open positions within our company, about we will inform you those positions via email, SMS, or other methods.	Candidate's Explicit Consent	Name and Surname, Number, email Communication
Enriching the data you provide to us with data obtained from third parties about you.	Our legitimate interests and the existing provisions legislation	Submitted by you data and data obtained from business partners and third parties

E. Parties to Whom Your Personal Data Is Transferred

Your personal data is shared only with the Company's Senior Management, the relevant department head or Human Resources unit where you are expected to be employed, and third parties whose services we utilize in the recruitment process. Unless required by law or the provisions mentioned in this Privacy Notice, your personal data will not be shared with any third party without your explicit consent.

For the purposes of processing and managing job application data and facilitating internal communication during the recruitment process, the notes created about candidates are shared with our relevant personnel.

Our company utilizes the services of İYKUR and kariyer.net platforms to manage job applications more quickly and effectively. For detailed information regarding the processing of your personal data by these institutions and service providers within the scope of the recruitment process, and the applicable measures for the confidentiality, accessibility, and integrity of your personal data, please see:

- İYKUR: <https://www.iskur.com/sayfa/kisisel-verilerin-korunmasi-ve-islenmesi-genel-bilgibilgilendirme-48.html>
- Kariyer.net: <https://www.kariyer.net/veri-politikamiz/aday-uyelik-aydinlatma-text>

F. Data Transfer to Third Parties

Depending on the importance of the position you are applying for, your personal data may be transferred to the Company's Head Office and other offices for the purposes described above. Information about other Kardelen Boya group companies to which your personal data may be transferred in accordance with this Privacy Notice as part of the candidate application process can be found at <http://www.kardelenboya.com.tr/> You can access it from this address. Necessary measures will be taken in accordance with Article 9 of Law No. 6698 regarding the aforementioned data transfers.

G. How Long Personal Data Will Be Stored

Personal data related to unsuccessful job applications will be retained for one year to answer questions that may be directed to us if the candidate does not give their consent to the Company, or to be used as evidence in disputes, after which it will be permanently deleted or anonymized. If anonymized, your personal data will be stored only as metadata for statistical purposes after information that directly identifies you is removed (e.g., the gender distribution of applications for a position, the number of applications for each period, etc.).

With your consent, the personal data collected during the application process may be retained by the Company for a period of 3 years for the purpose of evaluating you for other positions. If we deem it necessary to retain your data after this period, we will contact you again.

We will get in touch.

If your job application is accepted and you accept the employment contract we offer, your personal data collected during the job application process will be used for at least the duration of your employment with our Company.

Your data will be kept for the duration of your employment. However, you can request the deletion of your job application data by sending an email to kvkk@kardelenboya.com.tr You can send it to this address.

H. Your Rights as a Data Subject

a. Right to Information: You have the right to learn whether your personal data is being processed by our Company, and if so, to request information about the types of data being processed, as well as the purpose of the processing of your personal data and whether it is being used appropriately for that purpose.

b. Right to Correction: You may request the immediate correction of any inaccurate data processed by our company concerning you. Taking into account the purpose of data processing, you may also request the completion of any incomplete data.

c. The right to object to adverse consequences arising from the processing of personal data through automated systems.

c. Right to Erasure (Right to be Forgotten): You may request the immediate deletion of your collected personal data under the conditions stipulated in Article 7 of the Law on the Protection of Personal Data if: the data is no longer necessary for the purposes for which it was collected or processed; you withdraw your consent on which the processing activity is based and there is no other legal basis for the processing activity; you object to the processing activity and there is no overriding legitimate reason for the processing activity as foreseen in the legislation; the personal data has been processed unlawfully; or the deletion of personal data is necessary to comply with a legal obligation to which our Company is subject.

d. Right to Request Restriction of Data Processing

You may request that our company restrict the processing of your personal data if any of the following conditions apply:

(1) If the data subject objects to the accuracy of the personal data, for a period of time during which the accuracy of the personal data is confirmed;

(2) the processing activity is unlawful and the data subject objects to the deletion of personal data and requests instead that the use of the data be restricted;

(2) Our company no longer needs personal data for its processing purposes, but the data owner needs such data for the purpose of making, enforcing or defending legal claims;

(4) Until it is confirmed whether the legitimate grounds of our company outweigh the legitimate grounds of the data owner, the data owner may object to the processing activity in accordance with Article 11 of the KVKK.

e. The Right to Data Portability

You have the right to access the personal data we collect and process about you in a structured, updated, and machine-readable format. You may also request the transfer of such data to another data controller without any hindrance, or, if technically possible, request that the transfer be carried out directly by us. The transfer will be carried out if the data processing activity is done with your consent or as per a contract and is processed using automated methods. However, this rule does not apply only to data kept in paper format.

f. Right of Withdrawal After Consent

You can always withdraw your consent if the data processing activity was carried out solely with your consent. However, in this case, the legitimacy of the data processing activities carried out until the time you withdraw your consent will not be compromised.

g. Right to File a Complaint

If you wish to file a complaint or believe that our Company has not adequately handled your requests regarding your personal data, you may apply to the Personal Data Protection Board, established under the Law No. 6698 on the Protection of Personal Data. For detailed information on exercising your right to complain, please click on the following link: <https://www.kvkk.gov.tr/Icerik/2063/Sikayet-Hakki>

In accordance with Article 11 of the Personal Data Protection Law, you can submit your requests regarding the subject matter by sending an email to the registered electronic mail (KEP) address "kvkk@kardelenboya.com.tr", using a secure electronic signature, mobile signature, or the email address you have shared with us and which is registered in our systems, or by submitting a written application to the address "Alc Osb Mah. 2036 Cad. No:7 Sincan/Ankara, Turkey", or by visiting <http://www.kardelenboya.com.tr/your-rights>. If you submit your applications to us using the methods specified in the Data Subject Application Form located at [address], your applications will be evaluated and finalized as soon as possible, and no later than 30 (thirty) days. While no fee is generally charged for requests, if the process requires additional costs for the Company, a fee may be charged as determined in the Communiqu on the Procedures and Principles Regarding Data Controller Applications.

The company may request information from the applicant to determine whether they are the data subject and may ask the data subject questions regarding their application to clarify the points mentioned in the application.

To exercise your rights mentioned above, please submit your request via the Data Subject Application Form, including the necessary information to prove your identity and a statement regarding the right you wish to exercise, specifying which right your request relates to. This will allow us to process your request more quickly and effectively.