

POLITIKA O ZAŠTITI PODATAKA O LIČNOSTI KANDIDATA

Trizma d.o.o. poštuje Vašu privatnost i posvećena je zaštiti podataka o ličnosti koje nam dostavite. Shodno tome, želeli bismo da Vas upoznamo sa principima kojima je uređena naša politika o zaštiti podataka o ličnosti kandidata. U ovoj Izjavi o zaštiti podataka o ličnosti kandidata, opisana su Vaša prava o privatnosti u odnosu na Vaše podatke koje obrađujemo kao i koraci koje preduzimamo kako bismo zaštitili Vašu privatnost. Svesni smo da je tekst dugačak, ali Vas, uprkos tome molimo pročitajte ovu Izjavu vrlo pažljivo.

Prikupljanje, čuvanje, obrada i korišćenje ličnih podataka vrše se u skladu sa Zakonom o zaštiti podataka o ličnosti ("Sl. glasnik RS" br. 87/2018). Popunjavanjem upitnika na sajtu Trizma d.o.o., <https://www.trizma.com/hiring/> i dostavljanjem CV-a pristajete na prava i obaveze propisane aktima Trizma d.o.o, kao i na postupanje sa Vašim podacima u skladu s ovom Izjavom.

Tokom postupka popunjavanja upitnika i predaje CV-a, u obavezi ste da navedete istinite i potpune podatke, kao i da na sva pitanja koja su označena kao obavezna, odgovorite ispravno i tačno. Trizma d.o.o. neće snositi odgovornost za bilo koju štetu koja može nastati zbog dostavljanja neispravnih, nepotpunih ili netačnih informacija. Trizma d.o.o. razmatraće samo one prijave koje su ispravno popunjene i evidentirane u našoj bazi podataka. Trizma d.o.o. zadržava diskreciono pravo da odluči o svakoj pojedinačno podnetoj prijavi za učlanjenje kao i da prijavu za učlanjenje ne prihvati bez obaveze da o tome daje obrazloženje podnosiocu prijave.

Trizma d.o.o. prikuplja Vaše podatke o ličnosti koje ste nam dobrovoljno dostavili i koristi ih isključivo radi pružanja usluge koju ste Vi zatražili. Trizma d.o.o. prikuplja lične podatke kao što su **ime i prezime, datum rođenja, kontakt telefon, e-mail adresa, adresa prebivališta**.

Trizma d.o.o. neće prosledivati Vaše podatke o ličnosti trećim stranama izuzev po nalogu suda ili drugog nadležnog državnog organa, kada je to

CANDIDATE DATA PROTECTION POLICY

Trizma d.o.o. respects your privacy and is committed to Protecting the confidentiality of Personal Data you have provided to us. Accordingly, we would like to introduce you to the principles that govern our policy on the Candidate Data Protection Policy. This Candidate Data Protection Statement describes your privacy rights in relation to your data that we have been processing, as well as the steps we take to protect your privacy. We are aware that the text is long, but please read this Statement carefully.

Collection, storage, processing and use of Personal Data are performed in accordance with the Law on Personal Data Protection ("RS Official Gazette" no. 87/2018). By filling in the questionnaire on the website of Trizma d.o.o., <https://www.trizma.com/hiring/> and submitting your CV, you have agreed to the rights and obligations prescribed by the Acts of Trizma d.o.o., as well as to the handling your data in accordance with this Statement.

While filling in the questionnaire and submitting the CV, you are obliged to state the true and complete information, as well as to answer correctly and accurately to all the questions that are marked as mandatory. Trizma d.o.o. shall not be liable for any damages that may result from the submission of incorrect, incomplete or inaccurate information. Trizma d.o.o. will consider only those applications that are properly completed and recorded in our database. Trizma d.o.o. reserves the discretion on deciding of each individually submitted membership application, as well as not to accept the membership application without any obligation to give an explanation to the applicant.

Trizma d.o.o. collects your personal information that you have voluntarily provided to us, and uses them solely to provide the service you have requested. Trizma d.o.o. collects personal information such as **name and surname, date of birth, contact phone, e-mail address, residence address**.

Trizma d.o.o. shall not pass on your personal data to third parties, except by order of the Court or some other competent State Body, and or in case

propisano Zakonom. Trizma d.o.o iz tehničko-tehnoloških razloga može koristiti usluge Treće strane (servis provajderi, web i sw developer-i i dr..) koji po prirodi svoje delatnosti mogu imati pristupa podacima. Takvim trećim stranama neće biti dozvoljeno da koriste Vaše podatke o ličnosti, osim u svrhu pružanja usluga Trizme d.o.o, pa će biti ugovorom obavezani da čuvaju poverljivost podataka. Delićemo Vaše podatke o ličnosti našim poslovnim klijentima koji nude poslove/zadatke koji bi Vas mogli zanimati, odnosno koji su zainteresovani Vašim profilom. Oni su obavezani ugovornim i drugim obvezama o poverljivosti u odnosu na vaše podatke o ličnosti

Trizma d.o.o Vas može s vremena na vreme kontaktirati u svoje i u ime spoljnih poslovnih partnera u vezi sa određenom ponudom koja bi Vas mogla zanimati. Trizma d.o.o. neće prodavati ili iznajmljivati popise korisnika takvim trećim stranama, osim ako nema Vašu dozvolu.

Trizma d.o.o. čuvaće Vaše podatke o ličnosti do 5 godina od momenta prijave. Ukoliko traženje posla putem nas bude uspešno, Vaši podaci o ličnosti biće nam potrebni na na duži vremenski period u cilju usklađivanja sa važećim zakonskim i ugovornim obavezama.

when it is prescribed by law. For technical and technological reasons, Trizma d.o.o may use the services of a Third Party (service providers, web and sw developers, etc.), which, by the nature of their business, may have access to data. Such third parties shall not be allowed to use your Personal Data, except for the purpose of providing the services to Trizma d.o.o., therefore, they shall be contractually obliged to keep the data confidential. We may share your personal information with our business clients who offer jobs / tasks that might interest you, or who are interested in your profile. They are bound by Confidentiality Statements and/or Non-Disclosure Agreements regarding privacy of your personal information.

Trizma d.o.o. may contact you from time to time on its own behalf, and on behalf of external business partners in connection with a particular offer that may interest you. Trizma d.o.o. shall not sell or render its user lists to such third parties unless your permission for such doing is appropriately provided.

Trizma d.o.o. will store your personal data up to 5 years from the moment of your initial registration. If Trizma d.o.o. successfully ensures a satisfactory employment to you, we may need your personal data for a longer period of time in order to comply with applicable legal and contractual obligations.

Koja su Vaša prava?

What are your rights?

Pravo na pristup i dobijanje kopije vaših podataka o ličnosti koji se obrađuju

The right to request a copy of any Personal Data which are being 'processed'

Imate pravo tražiti potvrdu da li obrađujemo bilo koji od Vaših podataka o ličnosti. U slučaju kada obrađujemo Vaše podatke o ličnosti, imate pravo pristupa Vašim podacima o ličnosti i određenim informacijama o tome kako ih obrađujemo. U određenim slučajevima možete zatražiti da vam dostavimo elektronsku kopiju Vaših podataka o ličnosti.

You have the right to ask for confirmation whether any of your personal data is being processed. In the event that we process your personal data, you have the right to access your personal data, as well as certain information regarding how your data has been processed. In certain cases, you may request that an electronic copy of your personal information be delivered to you.

Pravo na prenos podataka o ličnosti

The right to data portability

U određenim okolnostima imate takođe pravo da zahtevate prenos podataka o ličnosti, što znači, da će ih mi dostaviti trećoj strani po Vašem zahtevu. U tom

In certain circumstances, you also have the right to request the transfer of personal data, which means that they will be delivered to a third party upon your request. In this case, the data must be submitted in a

slučaju podaci moraju biti dostavljeni u strukturisano, uobičajeno korišćenom I elektronski čitljivom obliku.

structured, commonly used and electronically legible form.

Pravo na ispravku I dopunu vaših podataka o ličnosti

The right to rectification

Ukoliko dokažete da podaci o ličnosti koje posedujemo o Vama nisu tačni, možete zatražiti ispravku netačnih ili dopunu podataka koji se odnose na Vas.

If you prove that your personal data is inaccurate, you have the right to have your Personal Data corrected or completed.

Pravo na brisanje („pravo na zaborav“):

The right to erasure ('the right to be forgotten')

Možete zatražiti da prestanemo ili ograničimo obradu ili obrišemo (neke ili sve) Vaše podatke o ličnosti koje smo prikupili.

You may request that we stop or restrict the processing, or erase (some or all) of your personal information we have collected.

Pravo na ograničenje obrade

The right to restriction of processing

U određenim situacijama, imate pravo da ograničite obradu Vaših podataka o ličnosti. Međutim, u nekim slučajevima takvo ograničenje može ograničiti usluge koju dobijate od nas.

In certain situations, you have the right to restrict the processing of your personal data. However, in some cases, such a restriction may limit the services you have been receiving from us.

Pravo na prigovor

The right to object

Ukoliko smatrate da se sa Vašim podacima o ličnosti, obrada ne vrši u skladu sa zakonom imate pravo da podnesete prigovor.

If you believe that the processing of your personal data is not carried out in accordance with the law, you have the right to file a complaint.

U svrhu ostvarivanja Vaših prava, možete nas kontaktirati putem e-pošte na sledeću adresu dpo@trizma.com.

In order to exercise your rights, you may contact us by e-mail at the following address dpo@trizma.com.

Trizma d.o.o. zadržava pravo da u bilo kom trenutku, ovu politiku izmeni i dopuni u skladu sa Zakonom i svojim potrebama, o čemu će biti istaknuto obaveštenje na ovom sajtu. U slučaju izmena ili dopuna ove Izjave svaki član je u obavezi da istu pročita i upozna se sa njima.

Trizma d.o.o. reserves the right to amend this policy at any time in accordance with the Law and Company's needs, of which notice will be posted on this site. In case of changes or additions to this Statement, each member is obliged to read it and get acquainted with amended conditions.

U Beogradu, 05.06.2020

In Belgrade, June 5, 2020