

PRIVACY NOTICE (graduate internship)

Who is the controller of your data?

Your data is controlled by: Credit Agricole Bank Polska S.A. (the Bank, we) headquartered in Wrocław (54-202), ul. Legnicka 48 bud. C-D.

How you can contact the data controller or data protection officer

You can contact **us**:

- electronically, at kadry-place-centrala@credit-agricole.pl,
- by letter, at Credit Agricole Bank Polska S.A., Departament Zarządzania Personelem, 54-202 Wrocław, ul. Legnicka 48 bud. C-D.

You can contact **our Data Protection Officer**:

- electronically, at IOD@credit-agricole.pl;
- by letter, at Inspektor Ochrony Danych, Credit Agricole Bank Polska S.A., 54-202 Wrocław, ul. Legnicka 48 bud. C-D.

You can contact our Data Protection Officer in particular regarding any irregularities in the processing of personal data.

Your personal data protection rights

We undertake to ensure you have the right to:

- access your data or receive a copy of your data;
- request that your data be corrected or deleted or that the processing of your data be restricted;
- object to your data being processed in the legitimate interests of the Bank;
- object to the processing of personal data for marketing purposes, including to profiling;
- withdraw your consent to data processing; however, withdrawing your consent will not affect the validity of how we have processed your personal information up to that point;
- transfer your personal data if it is processed based on your consent or an agreement;
- file a complaint with the President of the Personal Data Protection Office, who is the authority competent for the protection of personal data in Poland.

Purposes for which we process your personal data and our legal basis for doing so

We can process your data in order to:

- enter into a graduate internship agreement with you and to perform such an agreement (legal basis: Article 6.1(b) of the GDPR);
- fulfil our legal obligations (legal basis: Article 6.1(c) of the GDPR), namely:
 - fulfil the tasks of an entity accepting an intern that arise from the Graduate Internship Act and the Civil Code;
 - apply our adopted accounting principles if the internship is paid, which is our duty under the provisions of the Accounting Act,
 - fulfil the taxpayer's tasks arising from the Personal Income Tax Act and other legal acts concerning taxation if the internship is paid;
 - comply with the requirements of such regulatory bodies as: the Polish Financial Supervision Authority (KNF), the European Central Bank, the European Banking Authority;
- pursue our legitimate interests (legal basis: Article 6.1(f) of the GDPR), namely:
 - prevent misconduct, including crimes;
 - ensure the safety and security of staff and other individuals or protect the property in premises used by the Bank, including by using surveillance devices enabling the registration of images;
 - check whether you appear on any international sanctions lists;
 - use monitoring with a view to ensuring that work is organized in a manner enabling full use of working time and proper use of work tools made available to Employees, including by controlling the company e-mail box;
 - implement direct marketing;
 - pursue our internal administrative objectives, which include producing summaries, analyses, statistics and reports for our internal use and for the purposes of the group;
 - pursue organisational culture projects;

- determine, seek and defend claims;
- process your data for other purposes to which you have consented (legal basis: Article 6.1(a) of the GDPR), including:
 - determine whether or not you are a US Person in order to protect you and our group against sanctions that could be imposed by the United States of America.

What data we process

We process the following categories of your data:

- data that identifies you, your address and contact details, information about your education and professional qualifications, your history of employment, or information acquired through competency assessment;
- your image and voice, i.e. audiovisual data such as photographs, video surveillance recordings or phone call recordings;
- the data that you have provided to us on your own initiative or consented to the provision of such data;
- other data, when processing is necessary to exercise a right or fulfil an obligation arising from legal regulations.

How we collect the data we process

We collect data:

- primarily from you;
- from entities providing employment services, and from Bank employees as part of job candidate recommendation programmes;

How long we retain data

We will retain your data until:

- we are no longer required by the law to do so;
- our legitimate interests are met;
- you withdraw your consent.

Who we share data with

We share data with:

- entities providing services for the Bank, including the providers of ICT services related to ensuring physical security;
- entities that have the right to receive it under the law, including the entities referred to in Article 106d such as other banks or other financial institutions.

When we transfer data to third countries

We may transfer your personal data to entities in third countries, outside the European Economic Area, which includes the European Union countries, Iceland, Norway, and Lichtenstein. We can do it provided that:

- such countries guarantee at least the same level of data protection as that required in the European Union;
- in our agreements with entities in such countries we have applied solutions provided by the law or if such transfers of data are approved by a body supervising data protection.

Why we use profiling

We create a profile for you using data provided by you and other data controllers and data collected based on your behaviour.

We use profiling in order to:

- fulfil our legal obligations by:
 - ensuring the security of the funds that we keep and the transactions that we carry out;
 - preventing our being exploited for criminal purposes, and counteracting money laundering and terrorism financing;

Are you required to provide your data to us?

- The provision of the data is voluntary, but necessary for the purposes of entering into and executing the agreement for graduate internship at the Bank.
- The provision of data is voluntary if we process data based on your consent.

Information about the processing of personal data is also available at: www.credit-agricole.pl/RODO

Legal basis:

GDPR: Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (General Data Protection Regulation).

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Intern's signature