

Privacy Notice

on the processing of personal data for job applications and recruitment

1. Name and contact details of the Data Controller

Name: KÁRPÁT Vasút Vasútüzemi Szolgáltató Kft (hereinafter referred to as: KÁRPÁT Vasút Kft. or Data Controller)

Tax number: 14173848-2-13

Registered office: 2737 Ceglédbercel, Virág u. 9.

Business site, head office, mailing address: 1191 Budapest, Vak Bottyán u. 75. B. ép. 2.em.

Official email address: karpas.vasut@karpasvasut.hu

2. Contact details of the Data Protection Officer

Contact details of the Data Protection Officer of KÁRPÁT Vasút Kft: adatvedelem@karpasvasut.eu

3. Description of Data Processing

For the purpose of complying with Regulation (EU) 2016/679 of the European Parliament and of the Council 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 (hereinafter referred to as: GDPR), the Controller shall provide all natural persons who apply for a call for applications (hereinafter the Applicant/Data Subject) published on the website of the Controller, and in the framework of this, their personal data shall be submitted to the form or to the e-mail address designated for the purpose of receiving applications to the Data Controller (hereinafter referred to as: Data Subjects), and within the framework of this notice, the Data Controller provides them with information on the most important characteristics and circumstances of the data processing carried out by the Data Controller.

The terms used in this notice are to be interpreted in accordance with the terms defined in Article 4 of the GDPR and supplemented by Act CXII of 2011 on the Right of Informational Self-Determination and Freedom of Information (Privacy Act).

Name of the Data Processing Activity:	
Evaluation of job applications and the selection process	
Purpose of Data Processing	The purpose of data processing is to enable the Data Controller to receive, assess and evaluate the applications of Data Subjects applying for the call for job applications, as well as to conduct the selection process. Within this framework, the Data Controller processes the personal data provided by the Applicant in order to assess the application for the given position, to contact Data Controller , to organize interviews and to facilitate decision-making. In the course of checking and certifying the Applicant's professional suitability, the Data

	Controller's aim is to determine whether the given Applicant meets the requirements set out in the job advertisement. To this end, the Data Controller analyses the documents submitted by the Data Subject, comparing them with the expectations of the position. An assessment of professional aptitude may include an assessment of educational qualifications, professional experience, skills and competences, as well as proof of the existence of the necessary qualifications.
Legal Basis for Data Processing	The legal basis for the processing for this purpose is Article 6(1)(b) of the GDPR, according to which the processing is necessary for the performance of a contract to which the Data Subject is a party.
Categories of personal data covered	Information in the CV: 1. Picture: an image that may have been published by the Applicant. 2. Identification data: the name, place, and date of birth of the Data Subject, and the mother's birth name. 3. Contact data: the Data Subject's e-mail address, telephone number, home address, and mailing address. 4. Professional experience: previous jobs and work experience. 5. Educational data: completed studies and qualifications obtained. Other personal data: any additional data and information that are included in the CV, application material, or related documents but does not fall into the previous categories.
Duration of data storage	If the applicant is not selected, he/she has the opportunity to give his/her voluntary consent, in the knowledge of this prior information, for the Data Controller to retain his/her personal data contained in the documents and submitted to the job application (in particular, but not exclusively: CV, motivation letter, documents certifying qualifications) and to notify the Data Subject again later – in the case of a job opportunity corresponding to his/her professional experience and qualifications. Data processing for this purpose may take place until the withdrawal of consent, but for a maximum of 12 months. If the applicant does not give such consent or subsequently withdraws it, the Data Controller will delete the personal data immediately after the closure of the selection procedure after the completion of the recruitment process.

Recipients of personal data and who may have access to personal data	The personal data processed for this purpose are only accessible to KÁRPÁT Vasút Kft as Data Controller, however, in order to receive and fulfil the requests, it uses the assistance of the following data processors: the provider of the host and the e-mail system: Name: TRENDX – TEAM Kft Address: 1042 Budapest, Árpád út 155, 4/12 Contact: attilad@pannonmail.hu
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4. Rights of the Data Subject in relation to the processing of their personal data

In the course of its data processing activities, the Data Controller respects your rights as a Data Subject, in the course of which it processes your personal data in accordance with the effective legal provisions. With this in mind, it guarantees the enforcement of the provisions of the GDPR and the supplementary provisions of the Info Act, as well as the provisions of the sectoral legislation relating to data processing relating to the specific purpose of data processing.

The security of the personal data provided is protected by possible and necessary technical and organizational measures. In doing so, the Data Controller pays particular attention to ensuring the confidentiality, integrity, and availability of personal data.

What are Your Data Subject Rights in Connection with the Data Processing Carried out by the Data Controller?

With regard to the Applicant's request related to the exercise of the Applicant's rights as a Data Subject (provided that the deadline for performance is not extended in accordance with the GDPR), the Data Controller will comply with your request or request without undue delay after receipt, but not later than within one month, and will inform you thereof.

The Applicant is entitled to the rights of the Data Subject specified and enforceable in relation to the specific, individual data processing purposes specified in this Privacy Notice as follows.

Right of Information and Access

The Data Subject shall have the right to receive feedback from KÁRPÁT Vasút Kft on whether the processing of his or her personal data is in progress and, if such data processing is in progress, to obtain access to the following:

- the personal data processed,
- the categories of personal data concerned,
- the purposes of data processing,
- the recipients or categories of recipients to whom the personal data have been or will be disclosed by KÁRPÁT Vasút Kft,
- where applicable, the envisaged period for which the personal data will be stored or, if this is not possible, the criteria for determining that period.

- the information that the Data Subject may request from KÁRPÁT Vasút Kft the rectification, deletion or restriction of the processing of personal data concerning him or her, and may object to the processing of such personal data,
- the information of the right to lodge a complaint with a supervisory authority;
- if the data were not collected by KÁRPÁT Vasút Kft from the Data Subject, then all available information on their source,
- the fact of automated decision-making (including profiling) and the logic used in these cases and the significance of such processing for the Data Subject.

Right to Rectification

The Data Subject shall have the right to request that KÁRPÁT Vasút Kft rectify the inaccurate personal data concerning him or her without undue delay, and he/she shall have the right to request the completion of incomplete personal data, taking into account the purpose of data processing, including by means of a supplementary statement.

Right to Erasure

The Data Subject may request that KÁRPÁT Vasút Kft delete the personal data concerning him or her without undue delay, if:

- the personal data is no longer needed by KÁRPÁT Vasút Kft for the purpose from which they were collected or otherwise processed,
- the Data Subject withdraws his/her consent and there is no other legal basis for the data processing,
- the Data Subject objects to the data processing and there is no overriding legitimate reason for the data processing,
- the personal data have been unlawfully processed,
- the personal data must be deleted in order to comply with a legal obligation concerning KÁRPÁT Vasút Kft,
- personal data was collected in connection with the provision of information society services.

Right to Blocking (Restriction of Processing)

The Data Subject shall have the right to request KÁRPÁT Vasút Kft to restrict data processing if at least one of the following applies:

- the Data Subject contests the accuracy of the personal data,
- the processing is unlawful and the Data Subject opposes the deletion of the data, instead requesting the restriction of their use,
- KÁRPÁT Vasút Kft no longer needs the personal data for the purpose of data processing, but the Data Subject requires them for the establishment, enforcement or defence of legal claims,
- the Data Subject has objected to the data processing, in which case the restriction shall apply for the period until it is established whether the legitimate reasons of KÁRPÁT Vasút Kft take precedence over the legitimate reasons of the Data Subject.

Right to Data Portability

The Data Subject shall have the right to receive the personal data concerning him or her, which he or she has provided to KÁRPÁT Vasút Kft, in a structured, widely machine-readable format, and shall be entitled to transmit these data to another Data Controller without hindrance from KÁRPÁT Vasút Kft.

No automated decision-making or profiling takes place during data processing.

Right to Remedy

If you have any questions or complaints about this data processing, please contact KÁRPÁT Vasút Kft at the adatvedelem@karpatvasut.eu email address.

In the case of any request for the exercise of the right of the Data Subject, KÁRPÁT Vasút Kft shall inform the Data Subject of the measures taken in response to the request without undue delay, but no later than within one month from the receipt of the request. If necessary, taking into account the complexity of the application and the number of applications, this deadline may be extended by a further two months. However, KÁRPÁT Vasút Kft will inform the Data Subject of the extension of the deadline within one month of the receipt of the request. If you do not wish to file a complaint with KÁRPÁT Vasút Kft, you may use the following legal remedy.

Contact details of the National Authority for Data Protection and Freedom of Information as the data protection supervisory authority:

Address: 1055 Budapest, Falk Miksa utca 9-11.

Postal address: 1363 Budapest, Pf.: 9.

Telephone number: 06 1/391-1400 Fax: 06 1/391-1410

Website: www.naih.hu

This Privacy Notice is effective from: 08.06.2025.

KÁRPÁT Vasút Kft
Data Controller