

Data Protection Consent Statement

You hereby consent that Stadia Engineering Ltd, Mustafa Kemal Mah. 2120. Cad. No:2D D:603 Cepa Ofis Kule 06530 Cankaya/Ankara/TURKEY (**Stadia**) processes your personal data in course of the application process as described below.

You understand that the provision of your consent is voluntary and that you have the right to withdraw your consent with future effect at any time by using this Online Form. In case you withdraw your consent, Stadia may only further process your personal data where there is another legal ground for the processing.

1. What categories of data will be processed?

Stadia processes the following personal data about you ("**Your Data**")

- Information that you actively provide to us in the application process or information collected by us in the course of your interviews and assessments, such as your name, contact details, qualifications, information about your previous employment, work experience, qualifications and skills and possibly also audio and video recordings of your person. ("**Application Data**"). We do not ask you to provide us with special categories of personal data (i.e. information about racial or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, health or sexual orientation) as part of your Application Data, unless explicitly required by law in a given case. **In case you provide us with special categories of personal data you hereby explicitly consent to the processing of these data as described herein.**
- Publicly available professional data about you, such as data that are published in business- and employment-oriented social networks or websites such as LinkedIn and Xing ("**Professional Social Network Data**"). For the avoidance of any doubt, data contained in social networks or websites that have no business- and employment-oriented context, are not considered as Professional Social Network Data and are therefore not processed by us.
- Account details of your third party social media websites ("**Login Credentials**"), if voluntarily provided by you.

2. What are the purposes for which we process Your Data?

Stadia process Application Data and Professional Social Network Data for the following purposes:

- To process your application;
- To assess qualifications and personal experience;
- To distribute you with information, materials and invitations related to your application;
- To support and enhance our service.

Stadia process your Login Credentials for the following purposes:

- To simplify the login process to the recruiting platform (this allows you direct access to the platform once you have signed in to your third party social media account, like Gmail or Yahoo!) or if you want to import social media profile information (for example, from LinkedIn) into the platform.
- To allow you to import your profile information contained business- and employment-oriented social networks into the Stadia recruitment platform.

3. For how long do we store Your Data?

We store Your Data for a period of ten years (10), unless statutory retention obligations under applicable law (such as tax or commercial law) require us to further retain Your Data.

4. Who are the recipients of Your Data?

4.1 If you opted to apply for a specific job position only, your Application Data and Professional Social Network Data will be shared by Stadia offering the relevant job position and the respective recruiters / respective line- and HR-managers responsible for making a hiring decision.

4.2 In addition, Stadia may commission service providers (so-called data processors) that support us with processing and use of Your Data, in particular in the area of IT-services.

4.4 Recipients of Your Data may possibly be located in countries outside of the European Economic Area, in which applicable laws do not offer the same level of data protection as the laws of your home country (each a "Third Country").

In such cases, Stadia takes measures to implement appropriate and suitable safeguards for the protection of personal data by other means.

- We transfer Your Data to external recipients in third countries only in case the respective recipient (i) entered into EU Standard Contractual Clauses with Stadia, (ii) implemented Binding Corporate Rules in its organization or (iii) – in case of US recipients – the recipient is certified under the Privacy Shield. Affected individuals may request further information and copies of the safeguards by contacting Stadia.

You may contact Stadia for further information and/or copies of the safeguards implemented.

5. How to access Your Data? What are your rights?

You can access your Application Data via the recruitment platform and update or correct it yourself, at any time. Under applicable data protection law you may additionally – provided that the respective legal pre-conditions are met – have the right to:

- Obtain from Stadia confirmation as to whether or not personal data concerning you are being processed, and where that is the case, access to the personal data;
- Obtain from Stadia the rectification of inaccurate personal data concerning you;
- Obtain from Stadia the erasure of your personal data;
- Obtain from Stadia restriction of processing regarding your personal data;
- Obtain from Stadia a copy of personal data concerning you, which you actively provided, in a structured, commonly used and machine-readable format and to request from Stadia that we transmit those data to another recipient selected by you; and
- Object, on grounds relating to your particular situation, to processing of personal data concerning you.

6. Who to contact in case I have questions or wish to exercise my rights?

If you have general or specific questions related to your application, you may use this Online Form. Stadia provides support with any data privacy related questions, comments, concerns or complaints or in case you wish to exercise any of your data privacy related rights. Stadia may be contacted at: info@stadia.com.tr. Stadia will always use best efforts to address and settle any requests or complaints you bring to its attention. Besides contacting the Stadia, you always have the right to approach the competent data protection authority with your request or complaint.