

CANDIDATES PRIVACY NOTICE

This Candidates Privacy Notice describes how Pro Xenon Mediathek Ltd (or otherwise referred to herein as "Company" "us" or "we") treats your personal information and the data provided to us in order to be able to process your job application, in accordance with the General Data Protection Regulation (Regulation (EU) 2016/679; "GDPR"), and any applicable law. We will manage any personal information you provide to us in the correct manner. This information may be gathered by showing your interest or applying to one of our job vacancies and are kept by us in relation to you as specified in this Privacy Notice.

You are being given a copy of this Candidates Privacy Notice because you have applied or have shown interest to work with us. Failure to provide your personal data as requested may prevent us from processing your job application.

1. Who are we?

We are Pro Xenon Mediathek Ltd, a Maltese Company whose registered address is at Office 1-2288, Level G, Quantum House, 75 Abate Rigord Street, Ta' Xbiex XBX 1120. You can contact us by writing to us at support@kajot-casino.com. We have appointed a Data Protection Officer, who may be contacted at dpo@kajot-casino.com.

2. Why do we collect personal data?

We need to collect data from you to be able to process your job application. This may include the need to share such data with our partner companies and service providers, with whom we would have established safeguards to protect your data, for the purpose of providing you with our services as requested when you voluntarily submitted your application with us.

We also have a legitimate interest to protect our services from promotion abuse, fraudulent activities, and internet security risks. This also allows us to ensure the security, integrity, accessibility and availability of our data and services.

3. What personal data do we collect?

We may collect and process the following categories of personal data:

Personal Data Item	Description
Identification data and contact details	Name and surname, date of birth, place of birth, nationality, identity card and/or passport information, tax identification number, national insurance number, address, telephone number, email address.
CV	A copy of your CV/Resume, received from you or by one of the recruitment agencies if you have submitted your application through them.

Qualifications	Information regarding your employment history, reference letters from previous employers where applicable, education and training.
Data related to criminal convictions	Police conduct certificate.

We may also collect information about data subjects indirectly from other sources, such as:

Source	Type of information
Recruitment agencies	CV of prospective job candidates provided by the recruitment agency during the recruitment process.
References from former employers	Professional references, if any.
Publicly accessible sources, such as: <ul style="list-style-type: none"> - Search engines, - Online and paper media, - Social media platforms such as LinkedIn 	Newspaper articles, information on investigations, criminal or civil proceedings, information regarding your work history.

You understand that your personal data may be transferred to other companies within our Group and to third-party suppliers for the purposes of processing your application. These personal data transfers may be performed outside the territory of the EU/EEA. We will always ensure a similar degree of protection when transferring personal data outside the EU/EEA, using measures such as transferring to countries deemed to hold an adequate level of data protection by the European Commission, and/or Standard Contractual Clauses issued by the European Commission and any additional measures if required.

If you fail to provide personal data such as employment history and your relevant qualifications for the role, which are necessary for us to process within the recruitment process, we may not be able to process your application any further.

4. Where do we keep your data?

We take all industry standard precautions to keep your personal data secure within our European Union physically located servers. These servers may in turn be accessed through encrypted connections over the internet. For this purpose, we do our utmost to follow best security practices and standards and use providers which ensure an adequate level of security. We may also store your personal data within our Group of companies, which are located outside the EEA. We will always ensure to have the adequate security measures to ensure that your personal data is protected at all times, such as Standard Contractual Clauses issued by the European Commission and any additional measures if required.

5. Data transfers to third countries

The company may share your personal data to third parties located outside of the European Economic Area (EEA); we will always ensure a similar degree of protection when transferring personal data outside the EEA. We will use measures such as transferring data to countries only deemed to hold an

adequate level of data protection by the European Commission, and/or Standard Contractual Clauses issued by the European Commission and any additional measures if required. We do not allow our third parties to use your data for their own purposes, they act in accordance with our instructions.

6. How long do we keep your data for?

If you are successful with your application your personal information will be kept in accordance with our internal policies. If you are not successful, we will keep your data for a maximum period of one (1) year, during which we may contact you again should a future role arise that matches your profile. We also keep your data to show, in the event of a legal claim, that we have not discriminated against candidates and that we have conducted the recruitment exercise in a fair and transparent manner. After this period, we will securely destroy your personal information in accordance with applicable laws and regulations.

If you wish to exercise your right to erasure before said period, you can do so by contacting us at careers@pro-xenon-mediathek.com or dpo@kajot-casino.com

7. Your Rights

You have the following rights:

- a. Your right of access – You have the right to ask us for copies of your personal information.
- b. Your right to rectification – You have the right to ask us to rectify personal information you think is inaccurate. You also have the right to ask us to complete information you think is incomplete.
- c. Your right to erasure – You have the right to ask us to erase your personal information in certain circumstances.
- d. Your right to restriction of processing – You have the right to ask us to restrict the processing of your personal information in certain circumstances.
- e. Your right to object to processing – You have the right to object to the processing of your personal information in certain circumstances.
- f. Your right to be informed about automated individual decision-making, including profiling.
- g. Your right to data portability – You have the right to ask that we transfer the personal information you gave us to another organization, or to you, in certain circumstances.

Your rights may be exercised in accordance with the Law, which might include restrictions on when you can exercise these rights.

We will do our best to comply with your request within a month upon confirmation of your identity; such period may be extended to two months, in the event of repetitive or excessive requests. We will notify you if such case occurs, explaining the reason for the delay. We may also charge you a reasonable fee in the case of repetitive requests.

You can exercise these rights by contacting us at careers@pro-xenon-mediathek.com or dpo@kajot-casino.com

You also have the right to lodge a complaint with our Data Protection Authority, the Information and Data Protection Commissioner, whose website may be found at <https://idpc.org.mt/>. Alternatively, you may also decide to lodge a complaint with your local Data Protection Authority. You can find a list with your local Data Protection Authority contact details at https://edpb.europa.eu/about-edpb/board/members_en.