

## SPECIAL INFORMATION AIMED AT JOB CANDIDATES, EMPLOYEES AND THEIR FAMILY MEMBERS

Below stated are categories of personal data that CRH Company processes about job applicants (candidates), employees and their family members /including husband/ wife, cohabitating partner and children and purposes and legal grounds based on which personal data about the following persons are being processed:

System	Legal Ground	Purpose of Processing	Legitimate Interest	Categories of Data
HR - wage system - employee's folder - reports on trainings - Success Factor	- performance of a contract Article 6, 1b) of GDPR - compliance with a legal obligation of a data controller Article 6, 1c) of GDPR - legitimate interest of a data controller Article 6, 1f) of GDPR	performance of duties and exercising of special rights of a data controller or data subject in the area of labour law, law of social security, social protection or public health insurance pursuant to a special legal regulation, labour agreement or collective agreement  legitimate interests of a data controller	- internal purposes (maintenance of personal and remuneration agenda, performance and talent management, HR registry of employees, statistics and reports, performance of statutory duties) - preventive medical check-ups with respect to work - performance and talent management, trainings of employees, other gainful activities, organisational structure of the company - human resources (data voluntarily supplemented by the candidate are kept for statistical purposes)	common personal data special categories of personal data
HR - testing of candidates - database of candidates	- performance of a contract Article 6, 1b) of GDPR - legitimate interest of a data controller Article 6, 1f) of GDPR - consent of a data subject Article 6, 1a)	application of measures prior to the conclusion of a contract subject to a request for employment by a data subject  legitimate interests of a data controller  purposes stated in the database – only for the purpose of database	- creation of database of suitable candidates - assessment of suitability of a candidate through the processing of results from online testing of a candidate focused on performance, skills and personality - induction medical check-ups with respect to the work that the candidate is supposed to perform	common personal data Testing of candidates is carried out via the system cut-e by the company Aon Assessment GmbH, which provides further information to candidates on the protection of privacy, including information on automated individual

				decision-making and profiling special categories of personal data
HR - employee benefits	- compliance with a legal obligation of a data controller Article 6, 1c) of GDPR  - legitimate interest of a data controller Article 6, 1f) of GDPR	performance of duties and exercising of special rights of a data controller or data subject in the area of labour law, law of social security, social protection or public health insurance pursuant to a special legal regulation, labour agreement or collective agreement  legitimate interests of a data controller	- granting and provision, as well as rejecting the provision of an employment benefit	common personal data
entrance systems and time attendance terminals - employees	- legitimate interest of a data controller Article 6, 1f) of GDPR - consent of a data subject Article 6, 1a)	legitimate interests of a data controller  purposes stated in the consent (Smart Gate Rohožník)	- creation of a database of persons authorised to enter the premises (Rohožník, Turňa nad Bodvou, USSK, Geča, Kysak, Letisko BA) and related identification of persons - record of arrivals and departures of persons, safety (protection of life and health of persons and property), - exercising of legal claims if any damage occurs - provision of data into the information system for the purpose of attendance register	common personal data special categories of personal data (Smart Gate Rohožník)
attendance system	- compliance with a legal obligation of a data controller Article 6, 1c) of GDPR	performance of duties and exercising of special rights of a data controller or data subject in the area of labour law, law of social security, social protection or public health insurance	- recording of arrivals and departures of employees for security reasons and due to control and record of attendance	common personal data

	- legitimate interest of a data controller Article 6, 1f) of GDPR	pursuant to a special legal regulation, labour agreement or collective agreement  legitimate interests of a data controller		
checks of compliance with the prohibition to work under the influence of alcohol, narcotic drugs and psychotropic substances	- compliance with a legal obligation of a data controller Article 6, 1c) of GDPR - legitimate interest of a data controller Article 6, 1f) of GDPR	performance of duties and exercising of special rights of a data controller or data subject in the area of labour law, law of social security, social protection or public health insurance pursuant to a special legal regulation, labour agreement or collective agreement and in the area of Occupational Health and Safety, Fire Protection and Environmental Protection  legitimate interests of a data controller	- protection of life, health or property of persons, - control of fulfilment of employment duties of the employee (in particular OH&S) - investigation of occupational accidents and other health damage events, breakdown of devices, traffic accidents and insurance events (obtaining evidence about the course of events and causes with respect to occupational accidents and other health damage events, breakdowns of devices, traffic accidents and insurance events, and thus as well proofs of liability for the occurrence of such events or for the caused damage) - provision for economical management of Company funds, - damage prevention - exercising of legal claims in case of damage occurrence	common personal data special categories of personal data
marketing promotion and internal communication	- performance of a contract Article 6, 1b) of GDPR - legitimate interest of a data controller Article 6, 1f) of GDPR	performance of a contract (consent in accordance with Section 12 of the Civil Code  legitimate interest of the data controller	- creation of database of employees - entrance cards, MS Office 365, SF - internal communication - promotion of the data controller - improvement of communication of employees with customers	common personal data

			<ul style="list-style-type: none"> <li>- social policy of the employer</li> <li>- appointment of an authorised person for individual divisions- Occupational Health and Safety</li> <li>- production and printing of calendars, internal magazines, brochures, photobooks, presentations and other promotional materials of the data controller and the provision thereof to the employees, customers and other cooperating third parties</li> <li>- publication on a website, intranet, Facebook and other social media of the data controller</li> </ul>	
telephone system for product ordering	<ul style="list-style-type: none"> <li>- performance of a contract Article 6, 1b) of GDPR</li> <li>- legitimate interest of a data controller Article 6, 1f) of GDPR</li> </ul>	performance of a contract legitimate interests of a data controller	<ul style="list-style-type: none"> <li>- recording of the business relationship with the customer</li> <li>- customer records</li> <li>- solving warranty claims</li> <li>- improving business services</li> </ul>	common personal data
Treasury	- performance of a contract Article 6, 1b) of GDPR	performance of a contract with the bank		common personal data
accounting	- compliance with a legal obligation of a data controller Article 6, 1c) of GDPR	fulfillment of obligations arising from legal regulations for the area of company accounting		common personal data
management of registry records	- compliance with a legal obligation of a data controller Article 6, 1c) of GDPR	fulfillment of obligations arising from legal regulations for the area of company management of registry records		common personal data
reporting of unlawful behaviour (whistleblowing) and the system CRH Hotline	- compliance with a legal obligation of a data controller Article 6, 1c) of GDPR	performance of duties and exercising of special rights of a data controller or data subject in the area of labour law, law of	- investigation of cases connected with corruption, breach of labour discipline and/or internal directives	common personal data

	- legitimate interest of a data controller Article 6, 1f) of GDPR	social security, social protection or public health insurance pursuant to a special legal regulation, labour agreement or collective agreement and performance of duties based on legislation on protection of whistleblowers  legitimate interests of a data controller		
camera systems	- legitimate interest of a data controller Article 6, 1f) of GDPR	legitimate interests of a data controller	- protection of property, confidential information and good reputation of the company - providing economical disposal with the means of the data controller - damage prevention - exercising of legal claims if damage occurs - provision for information security - monitoring of the process of production and distribution - provision for the continuity of work activities	common personal data
system Automonitor on personal motor vehicles	- performance of a contract Article 6, 1b) of GDPR - legitimate interest of a data controller Article 6, 1f) of GDPR	performance of a contract  legitimate interests of a data controller	POOL, TOOL and BENEFIT vehicles - protection of life, health or property of persons - gathering of data about the location of the vehicles and drivers of vehicles and on the conduct of drivers while driving (style of driving) - gathering information about fuel consumption, and other data on the operation of a company car	common personal data

			- control of the usage of the vehicles and of compliance with labour duties of the employee (in particular OH&S) when operating a car	
system Fleetboard on freight motor vehicles	- legitimate interest of a data controller Article 6, 1f) of GDPR	legitimate interests of a data controller	<ul style="list-style-type: none"> <li>- protection of life, health or property of persons, and related rights arising in the conditions of road traffic</li> <li>- gathering of data about the location of the vehicles and drivers of vehicles and on the conduct of drivers while driving (style of driving)</li> <li>- investigation of traffic accidents and insurance events (obtaining evidence about the course of events and causes with respect to traffic accidents, and thus as well proofs of liability for the occurrence of such events or for the caused damage)</li> <li>- internal trainings for employees,</li> <li>- prevention of occurrence of traffic accidents and insurance events</li> <li>- resolution of customer complaints, control of fulfilment of employment duties of the employee (in particular OH&amp;S) when operating a company vehicle</li> <li>- monitoring the technical condition of vehicles</li> </ul>	common personal data
front and rear cameras on freight motor vehicles	- legitimate interest of a data controller Article 6, 1f) of GDPR	legitimate interests of a data controller	- protection of life, health or property of persons and related rights arising with respect to the conditions of traffic on roads	common personal data

			<ul style="list-style-type: none"> <li>- investigation of traffic accidents and insurance events (gathering evidence on the course and causes of traffic accidents, as well as evidence on liability for the occurrence of such events or for the caused damage)</li> <li>- control of the usage of vehicles and complying with labour duties of the Employee (in particular OH&amp;S) when operating a business vehicle</li> <li>- holding internal trainings for employees</li> <li>- prevention from the occurrence of traffic accidents and insurance events</li> </ul>	
registry of confirmations of undertaking testing for Covid -19/ corona virus	<ul style="list-style-type: none"> <li>- protection of life or health of a data subject or other natural person Article 6, 1d) of GDPR</li> <li>- legitimate interest of a data controller Article 6, 1f) of GDPR</li> </ul>	<ul style="list-style-type: none"> <li>protection of life or health of a data subject or other natural person</li> <li>legitimate interests of a data controller</li> </ul>	<ul style="list-style-type: none"> <li>- protection of life or health of a data subject or other natural person</li> <li>- protection of rights and legitimate interests of a data controller (operational capability of plants of the data controller)</li> </ul>	common personal data special categories of personal data
controlling mechanism of the employer - irregularly used parts of the mechanism other than those mentioned in this document above (monitoring of telephone calls and mobile devices, e-mail, computer work and Internet use, logging, records of user activities)	<ul style="list-style-type: none"> <li>- legitimate interest of a data controller Article 6, 1f) of GDPR</li> <li>- performance of a contract Article 6, 1b) of GDPR</li> </ul>	<ul style="list-style-type: none"> <li>legitimate interests of a data controller</li> <li>performance of a contract</li> </ul>	<ul style="list-style-type: none"> <li>- protection of property of the Company, confidential information and reputation of the Company</li> <li>- provision for the economical management of Company funds</li> <li>- damage prevention</li> <li>- exercising of legal claims in case of damage occurrence</li> <li>- provision for information security</li> <li>- provision for the continuity of employment activities in the case of absence of an employee</li> </ul>	common personal data

			<ul style="list-style-type: none"> <li>- investigation of prosecution authorities, Antimonopoly Office of the Slovak Republic and/or other government/ public authorities</li> <li>- investigation in case of suspicion of breach of labour discipline and/or confidentiality duty, suspicion of misusing information in business relations, threat to trade secret, occupational accident and/or security incident</li> <li>- detection and resolution of security incidents</li> <li>- administration and protection of SW, HW with a focus on security risks of usage of electronic communication and of the entrusted HW, installed SW and work with external sources (remote applications, local and external storage spaces, Internet, VPN etc.)</li> <li>- control of the usage of working time and compliance with work discipline</li> <li>- cost control of company phone usage</li> <li>- localisation of a company cell phone/ other mobile device in case of a loss or theft or other justified cases</li> <li>- distribution of applications, configuration settings and repairs for mobile devices through the system of remote administration</li> </ul>	
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