

SPECIAL INFORMATION AIMED AT JOB CANDIDATES, EMPLOYEES AND THEIR FAMILY MEMBERS (including husband/wife, cohabitating partner and children)

Below stated are categories of personal data that Danucem Magyarország Kft. processes about job applicants (candidates), employees and their family members including husband/ wife, cohabitating partner and children and purposes and legal grounds also covering the employees and their family members of Transplus (Hungary) Kft, and CRH Üzleti és Szolgáltatási Központ Kft. 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, interns 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, 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 The data processor uses the services of Ferrobeton Zrt. (registered address: 2400 Dunaújváros, Papírgyári út 18-22) as data processor to perform payroll services.
attendance sheet	- 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	Recording of arrivals and departures of employees due to control and record of Covid infections	common personal data

	<ul style="list-style-type: none"> - legitimate interest of a data controller Article 6, 1f) of GDPR 	<p>public health insurance pursuant to a special legal regulation, labour agreement or collective agreement</p> <p>legitimate interests of a data controller</p>		
HR- employee benefits	<ul style="list-style-type: none"> - 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 	<p>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</p> <p>legitimate interests of a data controller</p>	granting and provision, as well as rejecting the provision of an employment benefit	common personal data
marketing promotion and internal communication	<ul style="list-style-type: none"> - performance of a contract Article 6, 1b) of GDPR - Legitimate interest of a data controller Article 6, 1f) of GDPR - Consent of the data subject Article 6,1a) of GDPR 	<p>performance of a contract (consent in accordance with Section 12 of the Civil Code</p> <p>legitimate interest of the data controller</p> <p>Consent of the data subject</p>	<ul style="list-style-type: none"> -creation of database of employees -entrance cards, MS Office 365, SF -internal communication -improvement of communication of employees with customers -production and printing of calendars, internal magazines, brochures, photobooks, presentations and other promotional materials of the data controller and the provision 	<p>common personal data</p> <p>Special personal data</p>

			thereof to the employees, customers and other cooperating third parties. -publishment on a website, intranet, Facebook and other social media of the Data Controller.	
Camera Systems and GPS	- 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	-protection of property, confidential information and good reputation of the data controller, -providing economical disposal with the means of the data controller, -performance of statutory duties in the area of damage prevention -exercising of legal claims if a damage occurs -provision for information security -other specific legitimate interests contained in an internal directive on monitoring with respect to individual methods of monitoring.	common and special personal data
System Automonitor on personal motor vehicles (Infocar)	-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 a contract 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	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, style of driving and other data on the operation of a company car	common personal data

		legitimate interests of a data controller	-control of the usage of the vehicles and of compliance with labour duties of the employee when operating a car	
Treasury	- performance of a contract Article 6, 1b) of GDPR	performance of a contract with the bank		common personal data
Whistleblowing	-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	investigation of cases connected with corruption, breach of labour discipline and/or internal directives	common personal data
Fleetboard for lorries	-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 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 -gathering of data about the location of the vehicles and drivers of vehicles and on the conduct of drivers while driving (style of driving) -investigation of insurance claims, e.g. theft., and investigation of traffic accidents (gathering evidence on the course and causes	common and special personal data

			<p>of traffic accidents), as well as evidence on liability for the occurrence of such events or for the caused damage</p> <ul style="list-style-type: none"> -holding internal trainings for employees -prevention from the occurrence of insurance claims and traffic accidents -addressing reclamations of customers -control of the usage of vehicles and complying with labour duties of the Employee when operating a vehicle -monitoring the technical condition of vehicles 	
Registry of confirmations of undertaking testing for COVID-19/ corona virus	<p>-protection of life or health of a data subject or other natural person Section 13 (1 d) Act on the Protection of Personal Data, or Article 6, 1d) of GDPR</p> <p>-legitimate interest of a data controller Article 6, 1f) of GDPR</p>	<p>protection of life or health of a data subject or other natural person</p> <p>legitimate interests of a data controller (operational capability of plants of the data controller)</p>	<p>protection of life or health of a data subject or other natural person</p> <p>protection of rights and legitimate interests of a data controller</p>	<p>common personal data special categories of personal data</p>
<p>OH&S training</p> <p>OH&S controls (alcohol or other addictive substances)</p>	<p>- compliance with a legal obligation of a data controller Article 6, 1c) of GDPR</p> <p>- legitimate interest of a data controller Article 6, 1f) of GDPR</p>	<p>legitimate interests of data controller</p> <p>performance of duties and performance of special rights of a data controller or data subject in the area of labour law and in the</p>	<p>-necessity to familiarise with internal regulations, risks and requests in the area of OH&S, Fire Protection and Environmental Protection in accordance with legislative requirements,</p>	<p>common and special personal data</p>

	<p>- consent of the data subject, Article 6, 1 a) of GDPR</p>	<p>area of Occupational Health and Safety, Fire Protection and Environmental Protection</p>	<p>-prevention of occurrence of damage, registry of trainings and contact persons, movement of employees within the premises and registration in other information and controlling systems, -safety (protection of life, health or property), -exercising of legal claims in case of occurrence of damage or violation of rules or contractual obligations, in particular in the area of OH&S, Fire Protection and Environmental Protection , - investigation of cases connected with corruption, breach of labour discipline and/or internal directives</p>	
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