

*Your application has been received by us and you will be contacted, should there be a positive result of the application.*

## **PRIVACY NOTICE FOR PROSPECTIVE EMPLOYEES**

Invent Yazılım Danışmanlık A.Ş. (referred to as "INVENT", "we" or "Company") respect your privacy and are committed to protecting the security of your personal data. We, with this awareness, attach great importance to store personal data belonging to real persons who want to work within the Company and apply for a job in accordance with Law No. 6698 on the Protection of Personal Data ("Law"), the secondary regulations (regulations, communiqués, circulars) and decisions have taken and will be taken by the Personal Data Protection Board. We, with the full understanding of this responsibility, process your personal data as "Data Controller" as defined in the Law and within the limits prescribed by the legislation.

### **1. Information with regard to the Data Controller**

Invent Yazılım Danışmanlık A.Ş. is a data controller which is registered in the Istanbul Trade Registry with the registration number 848695-0, with tax identification number 4780859029 and located at the address "Reşitpaşa Mahallesi Katar Caddesi No: 4/1/302 Sarıyer / İstanbul".

### **2. The Purposes of Processing Personal Data**

We will process personal data we collect about you to:

- Fulfill our legal obligations arising from Law and its secondary legislation.
- Ensure the implementation of advanced recruitment activities,
- Ensure the development and maintenance of human resources policies,
- Meet the employment needs of the company,
- Communicate with you about the recruitment process.

Your personal data will be processed only for relevant purposes that we have stated and within the limits specified in the Law.

### **3. Transfers of Personal Data**

Your personal will be processed, without being transferred to third parties, only for the purposes enumerated above by the employees and managers of the Human Resources Department within the Company.

### **4. Collection Methods of Personal Data and Legal Grounds**

Your personal data will be collected by means of e-mail, telephone, website, and forms kept on paper with automatic and non-automatic methods by the Human Resources Department.

In this context, your name-surname, nationality, place of birth, date of birth, gender, marital status, driver's license, photo, education information, military status certificate for male employees, telephone number, e-mail address, residence information, bank account information for candidates coming from outside of the city, your personality assessment evaluations to determine your compliance with our working principles and our team, your references, camera records to monitor workplace entries and exits, and records taken during security control, your suitability for work, if your job application result is negative, the reason for this rejection will be processed within the context of Article 5/2/d-e-f, Article 6/3-4 and in accordance with legal grounds of the legitimate interest of data controller and making public of personal data by the person concerned himself/herself.

## **5. Reference Approval**

- I approve to reach reference persons in the CVs sent by you to INVENT by phone and e-mail notified by you.
- I approve to reach reference persons in even if they are not included in the CVs sent by you to INVENT.

## **6. Rights of Data Subjects in Connection with Personal Data**

You may submit a request to INVENT at any time;

- To learn whether your personal data is being processed,
- If your personal data has been processed, to request information regarding this processing,
- To learn the purpose of processing your personal data and whether they are used appropriately for their purpose,
- To know the third parties to whom your personal data is transferred domestically or abroad,
- To request correction of your personal data in case of incomplete or incorrect processing,
- To object to negative consequences about you that are concluded as a result of analysis of the processed personal data exclusively by automatic means,
- To request the deletion or destruction of personal data within the framework of the conditions stipulated in Article 7 of the Law,
- To request notification to third parties to whom your personal data are transferred of the transactions made pursuant to clauses (d) and (e) of Article 11 of the Law
- To claim indemnification if you suffer from the damage due to illegal processing of your personal data.

You can request to exercise your rights stated above. You can send your requests regarding your rights and the implementation of the Law to the address "Reşitpaşa Mahallesi Katar Caddesi No: 4/1/302 Sarıyer / İstanbul" with wet-ink signature by filling out the application form that you can obtain it from [www.inventanalytics.com](http://www.inventanalytics.com) with personal application, via notary public, with return receipt requested or after filling out the application form in the digital environment with your mobile signature and secure electronic signature, you can send it to

[invent@hs03.kep.tr](mailto:invent@hs03.kep.tr) or [info@inventanalytics.com](mailto:info@inventanalytics.com) using your KEP address or your e-mail address already registered in the Company's data recording system. If there is a written response to your application, there will be no charge for the first 10 (ten) pages, and a transaction fee of 1 TL will be charged for each page above 10 (ten) pages. If the response to your application is given in a recording medium such as a CD or flash memory, the cost will be no more than the cost of the recording medium.

As a data subject, in order to be able to exercise your rights stated above; you need to submit your request in a clear and understandable way, your request must be related to you or if you are acting on behalf of someone else, you need to submit your power of attorney certified by a notary public in this regard. Your applications must include information on name-surname, signature, T.C. Identification number, residence or workplace address, e-mail address, telephone and fax number, the subject of the request in accordance with the "Communiqué on the Principles and Procedures of Application to the Data Controller". Applications that do not include this information will be rejected by INVENT.

***INVENT YAZILIM DANIŞMANLIK A.Ş.***