



# Intersnack

## PRIVACY POLICY REGARDING PERSONAL DATA OF JOB APPLICANTS

### Data Controller Details

**“INTERSNACK BULGARIA” EOOD** is a company registered in the Republic of Bulgaria, UIC 130577464, with its registered office at:

Nikola Tesla St. 5, Fl. 4, Slatina district, Sofia, Bulgaria.

Website: <https://www.intersnack.bg/>

Email: [office@intersnack.bg](mailto:office@intersnack.bg)

Phone: +359 700 18 007

**Data Protection Officer:** Apis Europe AD, email: [gdpr-consult@apis.bg](mailto:gdpr-consult@apis.bg)

We also operate the following regional offices:

- North-Northeast Region: Dr. Atanas Moskov St. 28, Varna 9009
- Black Sea Region: Yastrebino St., Artel 1 Warehouse Complex, 3rd floor, Lozovo, Burgas 8015
- South Region: 3 Osvobozhdenie Blvd., SPS Hotel, Floor 3, Office 334, Plovdiv 4023

The company is the controller of personal data and independently determines the purposes and means of processing personal data of individuals.

### Our Privacy Policy for Job Applicants

Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 (General Data Protection Regulation, GDPR) requires data controllers to provide specific information to individuals about how their personal data is processed.

At Intersnack Bulgaria EOOD, we fulfill this obligation through this Privacy Policy.

This privacy notice for job applicants provides essential information regarding the collection, processing, and storage of personal data by Intersnack Bulgaria EOOD, as well as details on your rights related to the protection of such data. It also includes information about the data controller, the data protection officer, and the supervisory authority for data protection (Commission for Personal Data Protection).

### General Information

Intersnack Bulgaria EOOD operates in accordance with the GDPR, the Bulgarian Personal Data Protection Act, and other applicable European and national data protection laws. We adhere to the following principles when processing your personal data:

- Lawfulness, fairness, and transparency;
- Purpose limitation;
- Data minimization;
- Accuracy and keeping data up to date;



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- Storage limitation;
- Integrity and confidentiality, and ensuring appropriate data security.

## **What Personal Data We Process and Why**

We collect personal data you provide when applying for a job, such as:

- Biographical data: full name, date of birth, personal identification number or foreigner ID number, permanent/current address, place of birth — as submitted in your CV, cover letter, or other application materials;
- Educational background: type and level of education, qualifications, certifications, licenses, degrees, diplomas, certificates of training, driving license, etc.;
- Professional experience: total and relevant work experience, professional resume;
- Contact details: address, phone number, email;
- Identification (photo): only if voluntarily included in your application.

The legal basis for processing your personal data is your consent, expressed by submitting your job application. You have the right to withdraw your consent at any time.

The data you provide will be used solely for the purposes of recruitment: to assess your suitability for the position and to contact you. If selected, the data will also be used for the conclusion of an employment contract.

## **Recipients of Your Personal Data**

As a rule, we do not share your data with third parties unless legally required to do so.

## **Transfer of Data Outside the EU**

We do not transfer your data outside the EU or to any international organization.

## **Automated Decision-Making**

We do not use automated decision-making or profiling.

## **Data Protection Measures**

Intersnack Bulgaria EOOD applies appropriate technical and organizational measures to safeguard personal data from unauthorized access, loss, destruction, or manipulation. These measures are regularly reviewed and updated in line with technological advancements.

## **Your Rights as a Data Subject**

Regarding the personal data we process, you have the right to:

- Access your personal data;
- Rectify or delete your personal data;



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- Restrict the processing of your data;
- Object to the processing;
- Data portability (only in cases of automated processing based on consent or contract).

To exercise any of your rights, please send a signed request to the Data Protection Officer at **Apis Europe AD** via:

- Email: [gdpr-consult@apis.bg](mailto:gdpr-consult@apis.bg)
- Address: 5 Nikola Tesla St., Fl. 4, Slatina district, Sofia, Bulgaria

The request (paper or electronic) must meet legal requirements and include:

1. Full name, address, personal identification number (or foreigner ID);
2. Description of the request;
3. Preferred method for receiving a response;
4. Signature, date, and correspondence address;
5. If submitted by an authorized representative – a power of attorney must be attached.

## **Retention Period of Your Personal Data**

Your data will be stored for six (6) months after the completion of the recruitment process. For unsuccessful applicants, all submitted personal data will be destroyed within 6 months following the closure of the selection procedure.

If you submitted original documents or notarized copies proving physical/mental fitness, qualifications, or experience, they will be returned to you upon request within 6 months after the recruitment process concludes. They will be returned in the same manner in which they were submitted.

Internal documentation from the recruitment process may be retained for up to 3 years.

## **Your Right to Lodge a Complaint**

If you believe that your data protection rights have been violated, you may lodge a complaint with the supervisory authority:

### **Commission for Personal Data Protection**

2 Prof. Tsvetan Lazarov Blvd., Sofia 1592, Bulgaria

Phone: +359 2 915 3 518

Email: [kzld@cpdp.bg](mailto:kzld@cpdp.bg)

Website: [www.cdpd.bg](http://www.cdpd.bg)