

ÇALIK DENİM

DISCLOSURE TEXT ON PERSONAL DATA PROTECTION WITH REGARD TO JOB APPLICANTS

We would like to inform you with respect to processing of personal data processed by Çalık Denim Tekstil San. ve Tic. A.Ş. ("company"), particularly aimed at the protection of fundamental rights and freedoms of individuals according to the 10th article of law numbered 6698 on personal data protection published in the Official Gazette numbered 29677 and dated 7 April 2016 ("KVKK") titled "Disclosure obligation of data officer" and in accordance with the communiqué on the procedures and principles to be followed in the fulfillment of the disclosure obligation published in the Official Gazette dated 10 March 2018 and numbered 30356.

IDENTITY OF THE DATA OFFICER

Çalık Denim has the title of "data officer" in accordance with KVKK and related regulations regarding the personal data obtained from our employees and you can reach us through the contact information provided below.

General Headquarters Address : Fatih Caddesi Ladin Sokak No: 17 Güngören İstanbul
Telephone : 0 212 459 26 26
Fax : 0 212 642 79 92
Web Address : www.calikdenim.com
E-mail Address : kisiselveri@calikdenim.com

PROCESSED PERSONAL DATA

In the context of your relationship with Çalık Denim, the following personal data is processed;

- (i) Your credentials: name, surname, place of birth, date of birth, age, photograph, ID and ID number,
- (ii) Your Contact Information: Office Address, home address, e-mail, telephone, mobile phone, residence, address registration system records,
- (iii) Family Status information: marital status, number of children, data on spouses and relatives
- (iv) Your data on education, work and professional life: employment history, employer name, graduated school, student number, professional competencies, CV information;
- (v) Your Special Data: health data, criminal convictions and safety precautions, association, foundation or trade union membership,
- (vi) Data on the security of our company facilities: entry and exit records and camera records to company buildings,

DISCLOSURE TEXT ON PERSONAL DATA PROTECTION WITH REGARD TO JOB APPLICANTS

(vii) Your data regarding cybersecurity: data on cybersecurity including usernames, passwords, audit traces, IP address, and internet page Access Logs and logs.

PURPOSES OF PROCESSING PERSONAL DATA

Your personal data obtained within the scope of your relationship with Çalık Denim is processed for the purposes listed below.

- 🌀 Evaluation of application processes, execution of recruitment processes and measuring your suitability for the job for the position you are applying for,
- 🌀 Sending job application form and job interview invitations,
- 🌀 Conducting business negotiations,
- 🌀 The use of recruitment assessment tools (such as Personality Inventory, general ability/Foreign Language/field knowledge tests) by conducting interviews for job eligibility assessment and consulting services,
- 🌀 Contacting the references submitted to our company and making the related reference checks,
- 🌀 If your application is not evaluated positively, to contact you for appropriate positions to be evaluated in the future.
- 🌀 Examination of business ethics rule violations,
- 🌀 Conducting inspections and examinations in accordance with legal regulations and internal procedures,
- 🌀 Consulting and support work,
- 🌀 To be able to determine conditions such as disability,
- 🌀 To provide security in the designated regions to make camera recording and entry-exit records.

TRANSFER OF PROCESSED PERSONAL DATA

Within the scope of provisions of KVKK regarding the transfer of your personal data and transfer of your personal data abroad for the purposes stated in 3rd article of the text of disclosure; your personal data may be shared with domestic public entities, official institutions and organizations, law enforcement agencies, courts and the executive directorates, third-party real persons and legal entities, service providers and authorities, business partners, banks, shareholders, our group companies and our affiliates, suppliers, and service providers that we are associated with.

METHODS AND LEGAL REASONS FOR COLLECTING PERSONAL DATA

DISCLOSURE TEXT ON PERSONAL DATA PROTECTION WITH REGARD TO JOB APPLICANTS

Çalık Denim collects your personal data through internet, telephone, e-mail and physical, written, oral and electronic media from you, third parties and legal authorities during the establishment of your business relationship with our company and during the continuation of such relationship, within the framework of the provisions of Articles 5, 6 and 8 of the law specified below.

- 🌀 Having express consent,
- 🌀 To be clearly foreseen in the legislation including Employment Law, Occupational Health And Safety Law, Social Insurance And General Health Insurance Law, Trade Unions And Collective Bargaining Law, Insurance Law, Tax Procedure Law, Turkish Commercial Code, Electricity Market Law the company is subject to,
- 🌀 Provided that it is directly related to the company or execution of a contract, the processing of personal data belonging to the parties is necessary for the contract, ability to provide the requested products and services and the fulfillment of the contracts you have concluded with our company,
- 🌀 To be required to fulfill the legal obligation,
- 🌀 Publicized by the person concerned,
- 🌀 Data processing is mandatory for the establishment, use or protection of a right,
- 🌀 Data processing is mandatory for the legitimate interests of the data responder, provided that it does not harm the fundamental rights and freedoms of the person concerned.

RIGHTS OF THE CONCERNED PERSON WHOSE PERSONAL DATA IS PROCESSED

In accordance with the provisions of 11th article of KVKK, you have the following rights with regards to your personal data.

- 🌀 Learning whether personal data is processed,
- 🌀 Request information if personal data has been processed,
- 🌀 Learning the purpose of processing personal data and whether they are used in accordance with their purpose,
- 🌀 To know the third parties to whom personal data is transferred at home or abroad,
- 🌀 Request that personal data be corrected if it is incomplete or improperly processed,
- 🌀 Request deletion or destruction of personal data,
- 🌀 Request that, in the event of correction, deletion or destruction of personal data, such transactions be notified to third parties to whom the personal data was transferred

DISCLOSURE TEXT ON PERSONAL DATA PROTECTION WITH REGARD TO JOB APPLICANTS

- 🗣️ Objecting to the emergence of an outcome against the person by analyzing the processed data exclusively through automated systems,
- 🗣️ Request that the personal data be recovered if it is damaged by the processing of the data in violation of the legislation.

IF YOU WANT TO CONTACT US FOR YOUR RIGHTS AND CLAIMS

You can send your request to our company by petition in accordance with eleventh article of the KVKK and the communiqué on the procedures and principles of application to the data officer, or by filling out the “application form for personal data” on the www.calik.com website or you can send it to our address mentioned above personally or by notarizing or by sending email through registered e-mail address (KEP): calikdenimtekstil@calikholding.hs03.kep.tr.

Personal applications to be made within this scope will be accepted following authentication by us and your requests will be finalized as soon as possible and within 30 days at the latest according to their nature. If the application is answered in writing, there will be no charge for up to 10 pages, and 1 Turkish lira may be charged for each page above 10 pages according to 7th article of the communiqué on application procedures and principles to the Data Officer. A transaction fee may be charged if the answer to the application is given in a recording medium such as CD, flash memory for the cost of the recording medium.