

## DATA PROTECTION NOTICE

### Who will process your data?

Your personal data controller is Pandos, UAB, registration No. 303589891, having its registered office at Didlaukio st. 80-96, Vilnius, office address at Antakalnio st. 17-12, Vilnius, the Republic of Lithuania, [hello@boredpanda.com](mailto:hello@boredpanda.com) (hereinafter referred to as the **Data Controller** or **We**).

### For what purpose and on what basis we will process your data?

We intend to process your data for the recruitment process purpose – to be able to assess your application. This data processing will be based on your consent which you provide by submitting your application. If you provide your consent, Data controller may also process your data to inform and offer you job openings at a later time.

### What data will we process?

We intend to process information that you provide when applying for a job: your name, surname, e-mail address, phone number, applied position, experience, CV, examples of your work, content of the cover letter, information about willingness to relocate, expected salary, comments.

We may also process information collected during the candidate assessment process, such as your answers to test questions, your work results when completing assigned tasks to test your abilities and other information.

We may contact your former employer and inquire about your qualifications, professional skills and characteristics if you provide the contact details of your former workplaces.

We may not be able to assess your application or include you in the candidate selection process if you do not provide us with this personal data.

### Who will we have access to your data?

We may transfer or give access to your personal data to third parties, such as recruitment agencies, database software vendors, database administration service providers, cloud service providers, and so on.

### How long will we protect your data?

We will retain your personal data for 3 years after the end of selection process. During this period, we will archive your personal data so that we may protect our rights and interests if necessary. In case we conclude an employment or service agreement, your personal data will be required for employment or service relationship and we may retain it for longer periods. You will be informed about these periods when concluding employment or service agreements. In case you provide consent for us to keep your data and to offer you job openings, we will process your data for 3 years and we may contact you during this period.

### What rights do you have?

You have the right to request access to personal data, rectification, erasure, restriction of data processing, the right to object to the processing of data, as well as the right to data portability. You have the right to lodge a complaint with the supervisory authority.

### How to contact us?

Use this email for all the enquiries you might have:  
[hello@boredpanda.com](mailto:hello@boredpanda.com) with a subject line "My privacy"  
Or via mail at:  
Bored Panda legal department  
Didlaukio st. 80-96  
Vilnius  
Lithuania, LT-10312