



WOLT RECRUITMENT PRIVACY NOTICE

1. ABOUT THIS PRIVACY NOTICE

At Wolt Enterprises Oy (Antinkatu 1, 00100, Helsinki, Finland. Business ID 2646674-9) and within its group companies (Wolt Enterprises Oy and group companies together “Wolt”), we take data protection seriously.

This Recruitment Privacy Notice concerns the personal data of our job applicants processed by us for recruitment purposes, as well as to the personal data of any potential job applicants we may ourselves contact in regard to job opportunities at Wolt. Thus, this Recruitment Privacy Notice aims to give you information on how Wolt collects and processes recruitment related personal data and informs you on your rights when your personal information is used for Wolt’s recruitment purposes. Please note that this Recruitment Privacy Notice only applies to the processing of personal data carried out by Wolt as a data controller and only in recruitment context.

Wolt Recruitment Privacy Notice may be updated from time to time.

2. DATA CONTROLLER(S)

In relation to the processing of personal data in recruitment context, Wolt Enterprises Oy and the local Wolt group company are acting as joint data controllers. This means that Wolt Enterprises Oy and the local Wolt group company together determine the purposes for and means by which personal data is processed. The country-specific joint controllers are listed below and it may be updated from time to time.

- For applicants in Azerbaijan: **Wolt Azerbaijan LLC**, 102 A Jalil Mammadguluzade, 3th floor, Nasimi district, AZ1022, Baku, Azerbaijan. Business ID 1404631321;
- For applicants in Croatia: **Wolt Zagreb d.o.o.**, Draškovićeva 33, 10000, Zagreb, Croatia. Business ID 25531986377;
- For applicants in the Czech Republic: **Wolt Česko s.r.o.**, Na poříčí 1047/26, Nové Město (Praha 1), 110 00, Praha, Czech Republic. IČO 07030550, DIČ CZ07030550;
- For applicants in Denmark: **Wolt Danmark ApS**, Lygten 39, 2400 Copenhagen, Denmark. CVR number 37 54 04 47;
- For applicants in Estonia: **WOLT EESTI OÜ**, Aia 10a, Tallinn, 10111, Estonia. Business ID 14044231;
- For applicants in Georgia: **Wolt Georgia LLC**, 61 Aghmashenebeli Ave., Tbilisi, Georgia. Business ID 405260042;
- For applicants in Greece: **Wolt Technologies Greece Provision of food services S.A.**, Leoforos Vouliagmenis 26, 11743 Athens, Greece. Business ID 147811001000;
- For applicants in Hungary: **Wolt Magyarország Kft**, 1054 Budapest, Báthory utca 6. fszt. 1A, Hungary. Business ID 01 09 322693;
- For applicants in Israel: **Wolt Enterprises Israel Ltd.**, Allenby 113, 6581706, Tel Aviv, Israel. Business ID 515887156;
- For applicants in Kazakhstan: **Wolt Technologies Kazakhstan LLP**, 404, 4th floor, Block 1B, Nurdy-Tau Business Center, 19 Al-Farabi Avenue, Almaty city, 050059, Kazakhstan. Business ID 1404631321;
- For applicants in Latvia: **Wolt Latvija SIA**, Elizabetes iela 45/47, Rīga, LV- 1050, Latvia. Business ID 4020302746;

- For applicants in Lithuania: **UAB WOLT LT**, J. Jasinskio g. 14a, Vilnius, Lithuania. Business ID 304573947;
- For applicants in Norway: **Wolt Norway AS**, Dronningens gate 15, 7011 Trondheim, Norway. Business ID 920 464 254;
- For applicants in Poland: **Wolt Polska sp. z o.o.**, ul. Widok 16/2 00-023 Warszawa, Poland. NIP 701 084 6311, KRS 0000745637;
- For applicants in Serbia: **Wolt d.o.o. Beograd-Stari Grad**, Nušićeva 14, 11000 Belgrade, Serbia. Business ID 21408930;
- For applicants in Slovakia: **Wolt Slovensko s. r. o.**, Palisády 36, 811 06, Bratislava - Staré Mesto, Slovak Republic. Business ID 52 396 771;
- For applicants in Slovenia: **Wolt, tehnologije d.o.o. Ljubljana**, Hrenova Ulica 24, 1000 Ljubljana, Slovenia. Business ID 8273006000; and
- For applicants in Sweden: **Wolt Sverige AB**, Celsiusgatan 10, 112 30 Stockholm, Sweden. Business ID 559049-2335.

Wolt Enterprises Oy has been appointed responsible for handling all data subject requests and questions relating to the personal data processing of the Wolt group on behalf of the local joint controllers.

In relation to the processing of personal data of data subjects in recruitment context in other countries than the ones listed above, Wolt Enterprises Oy acts as the sole data controller.

3. CONTACT DETAILS OF CONTROLLER

Wolt Enterprises Oy
Business ID: 2646674-9
Correspondence address: Antinkatu 1, 00100 Helsinki
E-mail address: recruiting@wolt.com

Contact person: Oskari Pétas

4. PERSONAL DATA COLLECTED

We may process the following information relating to job applicants:

- **Identity data** such as full name, date of birth, gender, username or similar identifier;
- **Contact data** such as contact details including residential address, email address, phone number or other related information;
- **Application data** such as application, curriculum vitae, work history or other related information;
- **Skills and Competencies data** such as educational and professional background, certificates, qualifications and skills (for example language skills), test or evaluation results and other related data;
- **Admission Test data** (if conducted during the recruitment process) such as outcome and results of any test or evaluation results carried out in connection with recruitment (whether technical, written or oral) and other related data and information;
- In addition, we collect any other information provided by the applicant or generated by us during recruitment process and communication with us.



We only collect and store information that is either relevant for filling in the position in question or necessary for the rights and obligations of either party in the context of establishing an employment relationship.

In certain cases, we may also engage in candidate sourcing and headhunting in order to fill certain positions ("Headhunting"). In this context we may collect and process personal data available from public sources, such as the information available on potential candidate's LinkedIn profile or similar profile.

5. SOURCES OF PERSONAL DATA

Primarily we receive personal data directly from you.

With your consent and when legally allowed, we may also acquire certain information from relevant authorities or public registers. Indeed, in limited situations we may collect background information such as information on credit checks and criminal convictions and offences. In such limited cases where we do process such data, we do this in accordance with applicable legislation as in force from time to time and inform you about such collection and ask for your consent when necessary.

During a recruitment process we may, with your consent, contact a reference you have provided us with, such as your former employer and/or external websites if you have referred to such websites. In this case we may get some information from such reference.

When engaging in Headhunting, we may collect personal data relating to the professional profile of potential candidates from LinkedIn, Github and other similar public sources.

6. THE PURPOSE AND LEGITIMATE GROUNDS OF PROCESSING

Personal data processed under this Recruitment Privacy Notice is processed in order to carry out candidate sourcing, recruitment processes, candidate evaluation and communication. Applicant data is processed on the basis of a pre-contractual relationship at your request in order for us to assess the potential grounds for entering into an employment contract with you.

When engaging in Headhunting we process personal data based on our legitimate interests.

You are not required to provide personal data to us, but where we need the personal data for evaluating your suitability for the open position you and you fail to provide that data when requested, we may not be able to proceed the recruitment process with you.

We also store personal data under this Recruitment Privacy Notice for a certain period based on our legitimate interest for the purpose of possible litigation, claims or regulatory investigations.

7. STORAGE PERIOD

Personal data processed under this Recruitment Privacy Notice is primarily stored for one (1) year and always in accordance with local legislation as in force from time to time.

However, with your consent we may store personal data for future recruitment purposes for a longer period. You may at any time withdraw your consent for such processing.

8. INTERNATIONAL DATA TRANSFERS

Personal data is primarily stored within the European Economic Area.

However, in certain cases we may transfer or access personal data outside the European Economic Area. In such cases we provide adequate protection for the transfers of personal data to countries outside of the European Economic Area through a series of agreements with our service providers based on the [Standard Contractual Clauses](#) or through other appropriate safeguards, such as the [Privacy Shield Framework](#).

9. THE RECIPIENTS OF PERSONAL DATA

We do not share personal data with third parties outside of our group companies unless one of the following circumstances apply:

For legal reasons

We may share personal data with third parties outside our organization if access to the personal data is reasonably necessary to: (i) meet any applicable law, regulation, and/or court order; (ii) detect, prevent or otherwise address crime and/or security issues.

To authorized service providers

We may share personal data to authorized service providers who perform services for us. Such service providers are for example our IT service providers. Our agreements with our service providers include commitments that the service providers agree to limit their use of personal data and to comply with privacy and security standards at least as stringent as the terms of this Recruitment Privacy Notice.

With your explicit consent

We may share personal data with third parties outside of our organization for other reasons than the ones mentioned before, when we have your explicit consent to do so. You have a right to withdraw such consent at any time.

10. YOUR RIGHTS

Right to access

You have a right to access the personal data processed by us. This means that you may contact us, and we will inform what personal data we have collected and processed regarding you and the purposes such data are used for.

Right to withdraw consent

In case the processing is based on a consent granted by you, you may withdraw the consent at any time.

Right to correct

You have the right to have incorrect, imprecise, incomplete, outdated, or unnecessary personal data we have stored corrected or completed. You have the right to update for example your contact information or your other personal data.

Right to deletion

You may also ask us to delete your personal data from our systems. We will comply with such request unless we have a legitimate ground to not delete the data.

Right to restriction of processing

You may request us to restrict processing of personal data for example when your data erasure, rectification or objection requests are pending and/or when we do not have legitimate grounds to process your data.

Right to object

You may have the right to object on grounds relating to your particular situation to the processing of your personal data based on our legitimate interest. We will comply with such objection unless we have a legitimate ground not to.

Right to data portability

You have the right to receive the personal data you have provided us with in a structured and commonly used format.

How to use your rights

If you want to use your rights, please send us a letter or secure e-mail.

We may reject requests that are unreasonably repetitive, excessive or manifestly unfounded.

11. INFORMATION SECURITY

We do our best to keep your data safe and secure. We use administrative, organizational, technical, and physical safeguards to protect the personal data we collect and process. Our security controls are designed to maintain an appropriate level of data confidentiality and integrity.

The personal data stored under this Recruitment Privacy Notice shall only be processed on a need-to-know basis. The use of personal data is protected by appropriate user rights, passwords and rights of use.

12. LODGING A COMPLAINT

In case you consider our processing of personal data to be inconsistent with the applicable data protection laws, you have a right to lodge a complaint with the local supervisory authority for data protection.

Competent authorities for European Union Countries are:

Croatia / Croatian Personal Data Protection Agency

Martićeva 14

10000 Zagreb

Tel. +385 1 4609 000

Fax +385 1 4609 099

email: azop@azop.hr

Website: <http://www.azop.hr/>

Czech Republic / Office for Personal Data Protection

Pplk. Sochora 27
170 00 Prague 7
Tel. +420 234 665 111
Fax +420 234 665 444
email: posta@uouu.cz
Website: <http://www.uouu.cz/>

Denmark / Datatilsynet

Borgergade 28, 5
Tel. +45 33 1932 00
Fax +45 33 19 32 18
email: dt@datatilsynet.dk
Website: <http://www.datatilsynet.dk/>

Estonia / Estonian Data Protection Inspectorate (Andmekaitse Inspektsioon)

Tatari 39
10134 Tallinn
Tel. +372 6828 712
email: info@aki.ee
Website: <http://www.aki.ee/>

European Data Protection Supervisor

Rue Wiertz 60
1047 Bruxelles/Brussel
Office: Rue Montoyer 30, 6th floor
Tel. +32 2 283 19 00
Fax +32 2 283 19 50
email: edps@edps.europa.eu
Website: <http://www.edps.europa.eu/EDPSWEB/>

Finland / Office of the Data Protection Ombudsman

P.O. Box 800
FIN-00521 Helsinki
Tel. +358 29 56 66700
Fax +358 29 56 66735
email: tietosuoja@om.fi
Website: <http://www.tietosuoja.fi/en/>

Greece / Hellenic Data Protection Authority

Kifisias Av. 1-3, PC 11523
Ampelokipi Athens
Tel. +30 210 6475 600
Fax +30 210 6475 628
email: contact@dpa.gr
Website: <http://www.dpa.gr/>

Hungary / Hungarian National Authority for Data Protection and Freedom of Information

Szilágyi Erzsébet fasor 22/C
H-1125 Budapest
Tel. +36 1 3911 400

email: privacy@naih.hu
Website: <http://www.naih.hu/>

Latvia / Data State Inspectorate

Blaumana str. 11/13-15
1011 Riga
Tel. +371 6722 3131
Fax +371 6722 3556
email: info@dvi.gov.lv
Website: <http://www.dvi.gov.lv/>

Lithuania / State Data Protection Inspectorate

A. Juozapaviciaus str. 6
LT-09310 Vilnius
Tel. + 370 5 279 14 45
Fax +370 5 261 94 94
email: ada@ada.lt
Website: <http://www.ada.lt/>

Poland / Urząd Ochrony Danych Osobowych (Personal Data Protection Office)

ul. Stawki 2
00-193 Warsaw
Tel. +48 22 531 03 00
Fax +48 22 531 03 01
email: kancelaria@uodo.gov.pl; zwme@uodo.gov.pl
Website: <https://uodo.gov.pl/>

Slovakia / Office for Personal Data Protection of the Slovak Republic

Hraničná 12
820 07 Bratislava 27
Tel.: + 421 2 32 31 32 14
Fax: + 421 2 32 31 32 34
email: statny.dozor@pdp.gov.sk
Website: <http://www.dataprotection.gov.sk/>

Slovenia / Information Commissioner of the Republic of Slovenia

Ms Mojca Prelesnik
Dunajska 22
1000 Ljubljana
Tel. +386 1 230 9730
Fax +386 1 230 9778
email: gp.ip@ip-rs.si
Website: <https://www.ip-rs.si/>

Sweden / Datainspektionen

Drottninggatan 29
5th Floor
Box 8114
104 20 Stockholm
Tel. +46 8 657 6100
Fax +46 8 652 8652
email: datainspektionen@datainspektionen.se
Website: <http://www.datainspektionen.se/>

Norway / Datatilsynet

Tollbugata 3

0152 Oslo

Tel +47 22 39 69 00

email: postkasse@datatilsynet.no

Website: www.datatilsynet.no

This section is to be updated from time to time and information on relevant authority may be requested from support@wolt.com or for the EU countries checked from [the European Data Protection Board](#).