

Data protection information regarding CV use for project acquisition

Skat Consulting AG informs about the collection of personal data associated with a tender of potential projects, concerning CVs received by Skat Consulting AG. This data protection information does not apply to traditional job applications received via the email-adress: jobs@skat.ch.

The following personal data is collected and processed as part of our CV database:

Personal data that are mandatory:

- First name, last name, title
- Contact details (telephone, email, address)
- CV and education data
- if applicable, job references and performance reviews

Purpose of processing:

Skat Consulting AG processes personal data exclusively for its own business activities and the associated legal obligations.

The personal data are processed for the following purposes

- *communication with you*
- *Acquisition of new projects*

Recipients of personal data:

Internal:

All Skat employees have access to personal data as part of their order fulfillment, which includes in particular the acquisition of new projects.

Third person:

External third parties may be given limited access to personal data as part of acquisition processes.

Furthermore, if necessary, the sovereign authorities have access to personal data.

Principles of data protection processing at Skat:

Skat Consulting AG adheres to the data protection principles "Privacy by Design" and "Privacy by Default". The necessary data is stored securely on our servers at all times. At the end of your consent, in compliance with the legally required periods, the data will be professionally deleted.

Without specific consent from you, we only process data that has been mentioned here. We are obliged to inform you about the processing of data other than that specified or any other use of your data.

If you have any questions or concerns about data protection, please contact our data protection officer Martin Läng: martin.laeng@skat.ch.

This privacy policy is designed to meet the requirements of the Swiss Data Protection Act ("DSG") and the revised Swiss Data Protection Act ("revDSG"). However, whether and to what extent these laws are applicable depends on the individual case.