

# PRIVACY NOTICE FOR JOB APPLICANTS

Last updated: 14 May 2026

## 1. Introduction

By means of this privacy notice for job applicants (the "Notice"), companies within ENNA Group, as potential employers, inform interested candidates about the processing of their personal data in the recruitment process, including information on the purposes of processing, legal bases, recipients, retention periods and data subject rights.

This Notice applies, with the necessary changes having been made, to students applying for an advertisement for student work. In such case, the term "candidates" also includes students, and the terms "position", "employment", "employment contract" and "future employer" shall be interpreted, as appropriate and depending on the context, as "student work", "selection of a student", "student work contract" and the Company as the client, in accordance with the Student Employment Act.

This Notice provides information to candidates in accordance with Article 13 of the General Data Protection Regulation (Regulation (EU) 2016/679) ("GDPR") and applies specifically to the processing of candidates' personal data in recruitment processes conducted by ENNA Group companies.

This Notice applies in addition to the ENNA Group General Privacy Policy, available at: <https://www.enna.hr/en/privacy/>.

## 2. Controller

This Notice relates to the conduct of recruitment processes by the following ENNA Group companies:

**ENERGIA NATURALIS d.o.o.**, Gospodarska zona Vukovar 13, Vukovar, PIN (OIB): 65900776536;

**DESOL d.o.o.**, Gospodarska zona Vukovar 13, Vukovar, PIN (OIB): 63483307101;

**EKO RECIKLAŽNI PARK d.o.o.**, Gospodarska zona Vukovar 13, Vukovar, PIN (OIB): 53782715851;

**ENNA Charge d.o.o.**, Gospodarska zona Vukovar 13, Vukovar, PIN (OIB): 97052395887

**ENNA ESCO d.o.o.**, Gospodarska zona Vukovar 13, Vukovar, PIN (OIB): 77752255036;  
**ENNA Fleet d.o.o.**, Gospodarska zona Vukovar 13, Vukovar, PIN (OIB): 97506835174  
**ENNA GEO d.o.o.**, Gospodarska zona Vukovar 13, Vukovar, PIN (OIB): 93706478234;  
**ENNA LOGIC d.o.o.**, Gospodarska zona Vukovar 13, Vukovar, PIN (OIB): 53488178655;  
**ENNA NEXT d.o.o.**, Gospodarska zona Vukovar 13, Vukovar, PIN (OIB): 61700516273;  
**ENNA Power d.o.o.**, Gospodarska zona Vukovar 13, Vukovar, PIN (OIB): 76061669735  
**ENNA SOLAR d.o.o.**, Gospodarska zona Vukovar 13, Vukovar, PIN (OIB): 59149709878;  
**ENNA TRANSPORT d.o.o.**, Gospodarska zona Vukovar 13, Vukovar, PIN (OIB): 87583888894;  
**ENNA TRANSPORT HU Kft.**, 1094 Budapest, Tűzoltó u. 57., Hungary, VAT ID: HU32776296  
**GEO POWER BABINA GREDA d.o.o.**, Gospodarska zona Vukovar 13, Vukovar, PIN (OIB):  
95533888135;  
**GEO POWER ZAGOCHA d.o.o.**, Gospodarska zona Vukovar 13, Vukovar, PIN (OIB):  
87576535731;  
**LOGIC FINANCIAL d.o.o.**, Gospodarska zona Vukovar 13, Vukovar, PIN (OIB): 27354907951;  
**PVP CEPHEUS S.R.L.**, B-duł Barbu Văcărescu, No. 301-311, AFI LAKEVIEW OFFICES, Office 5.8,  
Block AFI Lakeview Offices, Floor 5, Bucharest Sector 2, Romania, registration number:  
J2020015654403.

Further in this Notice, the "Company" refers to the individual ENNA Group company that has published a vacancy for a specific position.

The Company is the controller of personal data and collects and processes candidates' personal data in accordance with the GDPR and the ENNA Group General Privacy Policy.

### **3. Data Protection Officer and Contact Details**

The Data Protection Officer for ENERGIA NATURALIS d.o.o. may be contacted at the following email address: [dpo@enna.hr](mailto:dpo@enna.hr).

The Data Protection Officer for ENNA NEXT d.o.o. may be contacted at the following email address: [dpo@enna-next.hr](mailto:dpo@enna-next.hr).

For other ENNA Group companies, you may contact the following email address: [dpo@enna.hr](mailto:dpo@enna.hr), indicating the Company to which the inquiry relates.

### **4. Categories of Personal Data Processed**

We process your personal data that are necessary for conducting the recruitment process for a specific position and selecting the best candidate. For these purposes, we process the data defined in the vacancy as necessary, namely:

- basic identification and contact data,
- data on qualifications, education, professional title and work experience, and
- data on the results of cognitive tests and personality questionnaires (if envisaged for a particular position, as indicated below).

We may also collect other relevant information about your work experience and professional activities through professional social networks or other publicly available sources if you have provided us with links to the relevant profiles or websites.

After the first phase of the recruitment process, if you meet the requirements, you may be invited, depending on the requirements of the particular position, to:

- testing (cognitive tests and personality questionnaires) and/or
- assessment of the level of professional knowledge required to perform a specific job, depending on the requirements of the particular position.

Please note that, during online testing, candidates are required to switch on their camera and that the testing process is recorded or photographed in order to ensure the authenticity and reliability of the tests.

If you are selected as the best candidate for a specific position and accept the offered terms, we will request additional personal data from you for the purpose of entering into an employment contract and complying with the Company's legal obligations as a future employer.

## 5. Purposes and Legal Bases for Processing

The purpose of collecting and processing personal data is to process application documentation, conduct testing and analyse results. The aim of such processing is to select the candidate whose knowledge, experience, education, skills and abilities best match the requirements of the position within the published vacancy.

We process candidates' personal data for the following purposes and on the following legal bases:

- to take steps at your request prior to entering into an employment contract, including receiving and assessing the application, managing the recruitment process, testing and analysing results (Article 6(1)(b) GDPR);
- to ensure the authenticity and reliability of online testing, where testing is conducted remotely and recorded/photographed, on the basis of the Company's legitimate interest (Article 6(1)(f) GDPR);
- to retain your personal data after the completion of the recruitment process for the purposes of future recruitment processes of the Company, if you have given consent (Article 6(1)(a) GDPR);
- if you submit an unsolicited application, we process your personal data on the basis of the consent you give by submitting the unsolicited application, for the purpose of considering your application for future employment needs (Article 6(1)(a) GDPR);
- if you are selected as a candidate for employment and accept the offered terms, we process additional personal data for the purpose of taking steps prior to entering into an employment contract and complying with the Company's legal obligations as a future employer (Article 6(1)(b) and (c) GDPR).

If you have not given your consent to the retention of personal data after completion of the recruitment process, your personal data will be irreversibly deleted upon completion of the recruitment process, unless there is another legal basis for their further retention.

## 6. Recipients and Processors

In connection with the conduct of the recruitment process, candidates' personal data may be made available to the following recipients and processors:

- companies within ENNA Group, where necessary for conducting the recruitment process;
- AdoptoTech d.o.o., which operates the TalentLyft platform, and other providers of information and communication technology solutions and services, software solutions, hosting, storage and information system maintenance services;
- Selekcija d.o.o., which operates the Selekcija.hr platform, for conducting cognitive tests and personality questionnaires, where such testing is carried out in a particular recruitment process;
- ENERGIA NATURALIS d.o.o., which provides human resources management services to other ENNA Group companies;
- lawyers, auditors and other external advisers, where necessary to protect the rights and interests of the Company or to provide professional services in connection with the recruitment process;

- competent courts, administrative, regulatory and other public authorities, where the disclosure of personal data is prescribed by law or necessary in order to comply with a binding decision or request of such authority.

We have entered into data processing agreements with all processors of personal data, ensuring processing in accordance with the provisions of the GDPR.

For an exact list of all recipients of data in the recruitment process, you may contact us using the contact details set out in the section "Data Protection Officer and Contact Details".

## **7. International Transfers of Personal Data**

Candidates' personal data are generally processed within the European Economic Area.

If, in a particular case, personal data were transferred to third countries or accessed from third countries, such transfer would be carried out exclusively in accordance with applicable data protection laws and subject to appropriate safeguards, including safeguards provided for under the GDPR.

The Group uses external service providers, including cloud-based collaboration and communication tools such as Microsoft 365, in the course of its business activities. Under Microsoft's EU Data Boundary, customer data is generally stored and processed within the European Union. However, in limited circumstances (such as security, troubleshooting or support), personal data may still be accessed from outside the EU.

Further information about international transfers and applicable safeguards may be requested using the contact details provided in this Notice.

## **8. Retention Period for Personal Data**

We will retain your personal data until the completion of the recruitment process for which you applied. If you have given us your consent, we will retain them for an additional 24 months from the date of application for the vacancy.

If you have submitted an unsolicited job application, we will retain your personal data for 24 months from the date of submission of the unsolicited application.

Data on the results of cognitive tests and personality questionnaires will be retained, if you have given consent for the Company to retain personal data for the purpose of using them in

future recruitment processes of the Company, for an additional 24 months from the completion of the recruitment process.

You may withdraw your consent to processing at any time, in which case your CV and other data relating to you will be deleted. Withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal.

## 9. Automated Decision-Making

The Company does not make decisions based solely on automated processing, including profiling, which produce legal effects concerning candidates or similarly significantly affect them, unless expressly stated otherwise.

## 10. Data Subject Rights

Depending on the legal basis and the manner of processing, you may exercise the following rights:

- the right to information about processing and access to and a copy of the data;
- the right to rectification of inaccurate data and/or completion of incomplete data;
- the right to erasure of data, where there is no longer a legal basis for their further processing or retention;
- the right to restriction of processing;
- the right to object to processing based on legitimate interests, to the extent applicable;
- the right to data portability, where applicable;
- the right to withdraw previously given consent to the processing of data.

Inquiries or requests relating to data processing may be submitted using the contact details set out in the section "Data Protection Officer and Contact Details" or by letter to the Company's address.

## 11. Right to Lodge a Complaint

If you consider that the processing of your personal data does not comply with applicable data protection laws, you have the right to lodge a complaint with the competent supervisory authority.

In the Republic of Croatia, this is:

**Croatian Personal Data Protection Agency  
Agencija za zaštitu osobnih podataka (AZOP)**

Ulica Metela Ožegovića 16

10000 Zagreb, Croatia

E-mail: [azop@azop.hr](mailto:azop@azop.hr)

Website: <https://azop.hr>

You may also contact the Company first, and the Company will endeavour to respond to your inquiries and resolve any concerns.

## **12. Amendments to the Notice**

This version of the Notice applies from the date stated in the header of this Notice and replaces the previous version dated 20 February 2025.

We reserve the right to amend the content of this Notice. All amendments will be published in a timely manner on the Company's website.

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