



PRIVACY NOTICE FOR PROTECTION OF PERSONAL DATA
(Regarding Candidate Employee Application Processes)

Dear Candidate Employees,

In accordance with the provisions of Personal Data Protection Law no.6698 ("PDPL"), we, Mavi Giyim Sanayi ve Ticaret A.Ş. ("Mavi"/"Company") as the data controller, aim to inform you through this privacy notice within the scope of our obligation to enlighten, regarding the personal data we process.

Your Personal Data, Our Processing Purposes, and Legal Basis

For the purposes of evaluating and finalizing your job application for the position you have applied for within our Company and / or for the position/positions that may arise in the future if you are not accepted for the position you have applied for, to carry out the human resources operations and recruitment processes of the Company and to contact you again;

- Identity (name, surname, gender, date of birth, if you are a candidate for İŞKUR, additionally identity number), Contact (mobile phone number, e-mail address, address (province-district of residence, country, and if you want to work in our stores, the province and district where you want to work)), Professional Experience (educational information (school/department data, school you last graduated from, date of graduation, school/department you are currently attending, scholarship and projects if you will be working in our head Office), Work Experience (company name, start and end date, last title, last company you worked for, last position level, sector, job description, employment status, total experience, information on whether you have worked at Mavi before and whether you have ever had an interview with Mavi before), Military Service Status (information on whether you have served or not, postponement and exemption information), and if you prefer, your Visual and Audio (photograph) data, based on the legal grounds of "Processing of personal data of the parties of a contract is necessary, provided that it is directly related to the establishment or performance of the contract" and "Processing of data is necessary for the legitimate interests pursued by the data controller, provided that this processing shall not violate the fundamental rights and freedoms of the data subject"
- If you apply through online career websites and human resources consulting firms, in addition to the above, you will need to provide information on Identity (nationality) Driving license, Professional Experience (certificates, exams, seminars, and courses attended), foreign language and computer knowledge, skills, hobbies/interests, province/district where you want to work, salary expectation, Your data on whether you have previously worked at mavi and whether you have previously interviewed with Mavi, as well as Your Visual and Audio (video and audio recording) data through your video interview if you participate in video interview processes through Mavi's online career platform based on the legal grounds of "Processing of personal data of the parties of a contract is necessary, provided that it is directly related to the establishment or performance of the contract" and "Processing of data is necessary for the legitimate interests pursued by the data controller, provided that this processing shall not violate the fundamental rights and freedoms of the data subject"
- Within the framework of our Company's human resources policies, in order to evaluate your competencies and suitability for the position/duty in terms of certain positions and/or duties within the framework of our company's human resources policies, in addition to the above, your personality inventory result and general aptitude and managerial aptitude exam result data based on the legal grounds of "Processing of personal data of the parties of a contract is necessary, provided that it is directly related to the establishment or performance of the contract" and "Processing of data is necessary for the legitimate interests pursued by the data controller, provided that this processing shall not violate the fundamental rights and freedoms of the data subject"
-



- Your Identity (name, surname) and Contact (e-mail address and country of residence) data from your personal data for the purpose of creating an account for you to apply for open positions in the career section of our website, based on the legal ground of “Processing of data is necessary for the legitimate interests pursued by the data controller, provided that this processing shall not violate the fundamental rights and freedoms of the data subject”
- If you are evaluated for the position of disabled candidate or if you are directed by İŞKUR to be employed for this purpose, in addition to the above, your Health (information about whether you are disabled and your degree of disability (percentage rate)) data based on the legal ground of “It is necessary for compliance with a legal obligations to areas of employment, occupational health and safety, social security, social services and social assistance”
- In order to measure your satisfaction with your interview processes and to express your opinions, your data regarding the satisfaction results sent after the interview processes, *if you participate*, based on the legal ground of “Processing of data is necessary for the legitimate interests pursued by the data controller, provided that this processing shall not violate the fundamental rights and freedoms of the data subject”
- Although it is not requested by our Company, your other personal data (such as your photograph, place of birth, open address etc.) and special categories of personal data (such as your association membership, health information etc.) (*Important note; Information other than the information requested in the application form is not requested in our application process*) will be processed based on the legal grounds of “Processing of personal data of the parties of a contract is necessary, provided that it is directly related to the establishment or performance of the contract” and “Processing of data is necessary for the legitimate interests pursued by the data controller, provided that this processing shall not violate the fundamental rights and freedoms of the data subject”

To ensure the safety of you, Mavi and other third parties against any acts, crimes or behaviors contrary to the legislation, fulfilling our obligations arising from the legislation and fulfilling our legal obligations against authorized and competent private and public institutions and organizations, exercising all kinds of litigation, response and objection rights against official institutions and organizations such as courts, enforcement offices, arbitral tribunals in case of disputes arising, conducting negotiations and agreement processes regarding disputes, in case you request information from us or apply within the scope of your legal rights, we process your personal data and legal transaction (case file information, writ of mandate) data listed above in order to provide you with the necessary information, to carry out strategic planning, analysis and business development studies regarding operational processes, based on the legal grounds of “Data processing is necessary for the establishment, exercise or protection of any right” and “It is necessary for compliance with a legal obligation to which the data controller is subject”

It is essential that our Company does not collect your personal data other than your personal data that will be sufficient for the evaluation of your suitability for the job and position. For this reason, we recommend that you do not share your personal data other than what is necessary for your suitability for the job and position in the resumes to be shared with our Company or in the personal data you will share with us through online career sites and the career page of our website.

You are responsible for informing the persons in question about the personal data of your references that you will transfer to our Company and obtaining their explicit consent if necessary.

If you are accepted for the position you have applied for, your data listed in this Privacy Notice will continue to be processed as employee data.



How We Collect Your Personal Data

Your Personal Data is collected via your application for positions opened on online career sites and platforms that our Company is a member of and/or in the career section of our website, the messages/resumes you send to our recruitment officials via the aforementioned websites and platforms, your resume sent to our Company employees via e-mail, your information shared with our Company by consulting firms or İŞKUR; during the job interview, reports consisting of candidate evaluations during the recruitment process, interview notes, personality inventory results and general aptitude and managerial aptitude test results, relevant exam results such as foreign language, in addition to these within the scope of the requirement of the position, your information obtained by you, through your reference or former employers you provide or through information communication tools, in accordance with tPDPL by automatic and/or non-automatic means.

Transfer of Your Personal Data

As Mavi, we transfer your personal data to third parties only for the purposes specified in this Privacy Notice and following Articles 8 and 9 of the PDPL. In this context;

- Your personal data may be transferred to business partners, suppliers and service providers (such as legal and financial consultancy service providers, infrastructure maintenance and support service providers, information systems solutions and database and server service providers, research firms, consultants providing human resources services that perform evaluation tests) in Türkiye and abroad for the purposes of carrying out candidate employee evaluation and recruitment processes, career and organization planning, and providing relevant services by these companies,
- In order to fulfill our obligations to provide information, documents and other related obligations to authorized and competent private or public institutions and organizations, judicial authorities and official institutions/organizations, to fulfill our obligations within the scope of the incentives we benefit from as a Company and to fulfill our other legal right and obligations, it may be transferred to authorized public institutions and organizations, especially courts, executive directorates, law enforcement agencies, İŞKUR, T.R. Social Security Institution, ministries.
- In terms of our employees assigned at chain stores, your job application may be transferred to the chain stores in order to evaluate your job application, to provide a working environment and to carry out and follow up other labor law requirements.
- In the event that you give your explicit consent for your job application to be evaluated by Mavi's group companies, it may be transferred to Mavi's group companies in order to carry out human resources activities to receive services, consultancy procurement and sales services of group companies and to execute their contracts, since our group companies are located abroad.

Your Rights Under the PDPL

You may communicate your requests related to your personal data, which has been processed by Mavi within the scope of Article 11 of the PDPL and following the Communiqué on Procedures and Principles of Applications to the Data Controller, at any time either in written form or via e-mail using your registered electronic mail address (KEP), secure electronic signature or your e-mail address you have previously shared with Mavi and which is available in our records to the addresses provided below.

Data Controller: Mavi Giyim San. ve Tic. A.Ş.

E-mail: kisiselveriler@mavi.com

KeP Address: mavigiyim.hukuk@hs03.kep.tr

Address: Sultan Selim Mah. Eski Büyükdere Cad. No:53/2 34418 Kağıthane/İSTANBUL