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## GDPR Information for Applicants

Please make sure to read through the information for your country.

## Austria:

Information zur Erhebung von personenbezogenen Daten nach Art. 13 DSGVO / AVAYA Austria GmbH.

Die Datenerhebung erfolgt durch die AVAYA Austria GmbH, als verantwortliche Stelle und ausschließlich zum Zwecke der Durchführung eines Bewerbungsverfahrens sowie einer möglichen Einstellung durch die AVAYA Austria GmbH.

Die Datenschutzbeauftragten von Avaya können unter [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com) kontaktiert werden.

Alle Daten werden absolut vertraulich behandelt und ggf. lediglich an die mit der AVAYA Austria GmbH gem. § 15ff AktG verbundenen Unternehmen oder beauftragte Auftragsverarbeiter zur Durchführung des o.g. Zwecks weitergegeben.

Es ist möglich, dass sich diese Stellen in Drittländern ohne Angemessenheitsbeschluss der Kommission befinden, wobei stets alle datenschutzrechtlichen Anforderungen, insb. hins. internationaler Datentransfers, erfüllt werden. Bei verbundenen Unternehmen geschieht dies durch die genehmigten und auf der Website veröffentlichten verbindlichen internen Datenschutzvorschriften von Avaya, bei Übermittlungen an Auftragsverarbeiter durch genehmigte Standarddatenschutzklauseln der Kommission. Bitten wenden Sie sich an die o.g. Emailadresse bei Fragen.

Ihre Daten werden für die Dauer des Bewerbungsverfahrens gespeichert, soweit nicht ausdrücklich von der Bewerbungsabsicht Abstand genommen wird bzw. der Abschluss eines Arbeitsvertrags vereinbart wird.

Unter den jeweiligen rechtlichen Anforderungen haben Sie ggf. ein Recht auf Auskunft, Berichtigung, Löschung, Einschränkung oder Widerspruch gegen die Verarbeitung sowie das Recht auf Datenübertragbarkeit gem. des dritten Kapitels der Datenschutzgrundverordnung. Darüber hinaus besteht die Möglichkeit zur Beschwerde bei der zuständigen Aufsichtsbehörde. Die Übermittlung Ihrer personenbezogenen Daten ist für die Durchführung des Bewerbungsverfahrens und für eine eventuelle spätere Einstellung nötig.

## Belgium:

The personal data you submit is collected by Avaya Belgium SPRL/BVBA as Data Controller and solely used for the purpose of carrying out the application procedure and a possible employment by Avaya Belgium SPRL/BVBA.

You can contact the Avaya Data Protection Officers at [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com).

Your data is treated confidentially and will only be processed by Avaya Belgium SPRL/BVBA and its global affiliates or service providers acting on behalf of Avaya for the abovementioned processing purpose.

It is possible that the data is transferred to third countries without adequacy decision by the EU-Commission. Avaya will ensure that all data protection requirements are met at any time, in particular with regard to international data transfers. For Avaya affiliates this is achieved through the Avaya Binding Corporate Rules, which are also published on the Avaya website, for transfers to data processors on behalf of Avaya through standard data protection clauses adopted by the Commission. Please refer to the abovementioned e-mail address in case of questions.

The data will only be stored for the duration of the application procedure if you do not expressly refrain from your intention to apply or an employment contract is closed.

You have the right to request access to and rectification or erasure of personal data or restriction of processing concerning you as well as the right to data portability, subject to the respective statutory requirements of chapter three GDPR.

Beyond that you have the right to lodge a complaint with a supervisory authority. The processing of your personal data is necessary for the performance of the application procedure and a possible employment.

## Croatia:

The personal data you submit is collected by Avaya d.o.o as Data Controller and solely used for the purpose of carrying out the application procedure and a possible employment by Avaya d.o.o.

You can contact the Avaya Data Protection Officers at [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com).

Your data is treated confidentially and will only be processed by Avaya d.o.o and its global affiliates or service providers acting on behalf of Avaya for the abovementioned processing purpose.

It is possible that the data is transferred to third countries without adequacy decision by the EU-Commission. Avaya will ensure that all data protection requirements are met at any time, in particular with regard to international data transfers. For Avaya affiliates this is achieved through the Avaya Binding Corporate Rules, which are also published on the Avaya website, for transfers to data processors on behalf of Avaya through standard data protection clauses adopted by the Commission. Please refer to the abovementioned e-mail address in case of questions.

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Beyond that you have the right to lodge a complaint with a supervisory authority. The processing of your personal data is necessary for the performance of the application procedure and a possible employment.

## Czech Republic:

The personal data you submit is collected by AV Czech Republic s.r.o as Data Controller and solely used for the purpose of carrying out the application procedure and a possible employment by AV Czech Republic s.r.o.

You can contact the Avaya Data Protection Officers at [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com).

Your data is treated confidentially and will only be processed by AV Czech Republic s.r.o and its global affiliates or service providers acting on behalf of Avaya for the abovementioned processing purpose.

It is possible that the data is transferred to third countries without adequacy decision by the EU-Commission. Avaya will ensure that all data protection requirements are met at any time, in particular with regard to international data transfers. For Avaya affiliates this is achieved through the Avaya Binding Corporate Rules, which are also published on the Avaya website, for transfers to data processors on behalf of Avaya through standard data protection clauses adopted by the Commission. Please refer to the abovementioned e-mail address in case of questions.

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Beyond that you have the right to lodge a complaint with a supervisory authority. The processing of your personal data is necessary for the performance of the application procedure and a possible employment.

## Denmark:

De personlige data, du indsender, indsamles af Avaya Denmark ApS som dataansvarlig og bruges udelukkende til at gennemføre ansøgningsproceduren og en mulig ansættelse ved Avaya Denmark ApS.

Du kan kontakte Avaya Data Protection Officers på [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com).

Dine data behandles fortroligt, og vil kun blive behandlet af Avaya Denmark ApS og dets tilknyttede globale virksomheder eller tjenesteydere, der handler på vegne af Avaya med det formål at udføre ovennævnte databehandling.

Det er muligt, at dataene overføres til tredjelande, som ikke er omfattet af EU-Kommissionens afgørelse om tilstrækkeligheden af beskyttelsesniveauet. Avaya vil sikre, at alle krav til databeskyttelse er opfyldt til enhver tid, især med hensyn til internationale dataoverførsler. For Avayas datterselskaber opnås dette via Avaya Binding Corporate Rules, som også offentliggøres på Avayas website, mens overførsler til dataansvarlige på vegne af Avaya er omfattet af standard databeskyttelsesklausuler vedtaget af Kommissionen. I tilfælde af spørgsmål, henvises der til ovennævnte e-mail-adresse.

Dataene gemmes alene i ansøgningsprocedurens varighed, hvis ikke du udtrykkeligt afstår fra din hensigt om at ansøge eller en ansættelseskontrakt bliver indgået.

Under hensyntagen til bestemmelserne i kapitel 3 i GDPR, har du ret til at anmode om adgang til og berigtigelse eller sletning af dine personlige data, eller begrænsning af behandling, som vedrører dig, såvel som ret til dataportabilitet.

Derudover har du ret til at klage til en tilsynsmyndighed. Behandlingen af dine persondata er nødvendig for gennemførelsen af ansøgningsproceduren og en mulig ansættelse.

## Finland:

Avaya Finland Oy rekisterinpitäjänä kerää antamasi henkilötiedot ja käsittelee niitä yksinomaan hakumenettelyn toteuttamiseksi sekä mahdolliseen työllistämiseen Avaya Finland Oy toimesta. Henkilötietojen käsittelyperusteena on rekisterinpitäjän oikeutettu etu, joka perustuu rekisterinpitäjän ja rekisteröidyn väliseen asialliseen yhteyteen rekisteröidyn hakiessa työpaikkaa.

Voit ottaa yhteyttä Avayan tietosuojavastaaviin sähköpostitse [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com).

Henkilötietoja käsitellään luottamuksellisesti ja niitä käsittelee edellä mainittuihin käsittelytarkoituksiin vain Avaya Finland Oy ja sen maailmanlaajuiset tytäryhtiöt tai Avayan puolesta toimivat palveluntarjoajat.

On mahdollista, että tietoja siirretään kolmansiin maihin ilman Euroopan komission riittävyttä koskevaa päätöstä. Avaya varmistaa, että kaikki tietosuojavaatimukset täytetään kaikissa käsittelytilanteissa, erityisesti kansainvälisissä tietojensiirroissa. Avayan tytäryhtiöiden osalta tämä saavutetaan Avayaa koskevien sitovien sääntöjen (*Binding Corporate Rules*) avulla, jotka myös julkistetaan Avayan verkkosivuilla. Tietoja käsittelijöille siirrettäessä siirrot perustuvat komission antamille tietosuojaa koskeville vakiolausekkeille. Mikäli sinulla on kysyttävää, otathan yhteyttä yllä mainittuun sähköpostiosoitteeseen.

Tietoja säilytetään vain hakumenettelyn ajan, ellei nimenomaisesti pidättäydy aikomuksestasi hakea paikkaa tai jos työsopimus solmitaan. Sinulla on oikeus pyytää pääsyä henkilötietoihin, esittää henkilötietojen oikaisemista tai poistamista koskeva pyyntö ja pyytää sinua koskevien tietojen käsittelyn rajoittamista sekä oikeus tietojen siirtämiseen, noudattaen yleisen tietosuojaa-asetuksen kolmannen luvun lakisääteisiä vaatimuksia.

Tämän lisäksi sinulla on oikeus tehdä valitus valvontaviranomaiselle. Henkilötietojesi käsittely on tarpeellista hakumenettelyn ja mahdollisen työllistämisen toteuttamiseksi.



## France:

Les données personnelles que vous soumettez sont collectées par Avaya France SAS en tant que responsable du traitement et utilisées uniquement à des fins de réalisation de la procédure de recrutement et d'un éventuel emploi par Avaya France SAS.

Vous pouvez contacter le Bureau de la Protection des Données Personnelles d'Avaya à l'adresse [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com).

Vos données sont traitées de manière confidentielle et ne seront traitées que par Avaya France SAS et ses filiales ou fournisseurs de services agissant pour le compte d'Avaya aux fins du traitement susmentionné.

Il est possible que les données soient transférées à des pays tiers ne disposant pas de décision de l'adéquation par la Commission européenne. Avaya veillera à ce que toutes les exigences en matière de protection des données soient respectées à tout moment, notamment en ce qui concerne les transferts internationaux de données. Pour les sociétés affiliées Avaya, cela se fait au moyen des règles d'entreprise contraignantes d'Avaya, également publiées sur le site Web d'Avaya. Pour les transferts aux sous-traitants des données pour le compte d'Avaya, cela se fait au moyen de clauses types de protection des données adoptées par la Commission européenne. Veuillez vous reporter à l'adresse électronique susmentionnée en cas de questions.

Les données ne seront retenues que pendant la durée de la procédure de recrutement, si vous ne vous retirez pas expressément votre candidature ou si un contrat de travail est finalisé.

Vous avez le droit de demander l'accès, la rectification ou l'effacement des données à caractère personnel ou la limitation du traitement vous concernant, ainsi que le droit à la portabilité des données, sous réserve des dispositions légales respectives du Chapitre III du RGPD.

Par ailleurs, vous avez le droit de porter plainte auprès d'une autorité de surveillance. Le traitement de vos données personnelles est nécessaire à l'exécution de la procédure de candidature et à un emploi éventuel.

Germany:

**Avaya GmbH & Co.KG:**

Information zur Erhebung von personenbezogenen Daten nach Art. 13 DSGVO / Avaya GmbH & Co.KG.

Die Datenerhebung erfolgt durch die Avaya GmbH & Co.KG, Theodor-Heuss-Allee 112, 60486 Frankfurt am Main als verantwortliche Stelle und ausschließlich zum Zwecke der Durchführung eines Bewerbungsverfahrens sowie einer möglichen Einstellung durch die Avaya GmbH & Co KG.

Die Datenschutzbeauftragten von Avaya können unter [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com) kontaktiert werden.

Alle Daten werden absolut vertraulich behandelt und ggf. lediglich an die mit der Avaya GmbH & Co.KG gem. § 15ff AktG verbundenen Unternehmen oder beauftragte Auftragsverarbeiter zur Durchführung des o.g. Zwecks weitergegeben.

Es ist möglich, dass sich diese Stellen in Drittländern ohne Angemessenheitsbeschluss der Kommission befinden, wobei stets alle datenschutzrechtlichen Anforderungen, insb. hins. internationaler Datentransfers, erfüllt werden. Bei verbunden Unternehmen geschieht dies durch die genehmigten und auf der Website veröffentlichten verbindlichen internen Datenschutzvorschriften von Avaya, bei Übermittlungen an Auftragsverarbeiter durch genehmigte Standarddatenschutzklauseln der Kommission. Bitten wenden Sie sich an die o.g. Emailadresse bei Fragen.

Ihre Daten werden für die Dauer des Bewerbungsverfahrens gespeichert, soweit nicht ausdrücklich von der Bewerbungsabsicht Abstand genommen wird bzw. der Abschluss eines Arbeitsvertrags vereinbart wird.

Unter den jeweiligen rechtlichen Anforderungen haben Sie ggf. ein Recht auf Auskunft, Berichtigung, Löschung, Einschränkung oder Widerspruch gegen die Verarbeitung sowie das Recht auf Datenübertragbarkeit gem. des dritten Kapitels der Datenschutzgrundverordnung. Darüber hinaus besteht die Möglichkeit zur Beschwerde bei der zuständigen Aufsichtsbehörde. Die Übermittlung Ihrer personenbezogenen Daten ist für die Durchführung des Bewerbungsverfahrens und für eine eventuelle spätere Einstellung nötig.

## **Avaya Deutschland GmbH:**

Information zur Erhebung von personenbezogenen Daten nach Art. 13 DSGVO / **Avaya Deutschland GmbH.**

Die Datenerhebung erfolgt durch die Avaya Deutschland GmbH, Theodor-Heuss-Allee 112, 60486 Frankfurt am Main als verantwortliche Stelle und ausschließlich zum Zwecke der Durchführung eines Bewerbungsverfahrens sowie einer möglichen Einstellung durch die Avaya Deutschland GmbH.

Die Datenschutzbeauftragten von Avaya können unter [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com) kontaktiert werden.

Alle Daten werden absolut vertraulich behandelt und ggf. lediglich an die mit der Avaya Deutschland GmbH gem. § 15ff AktG verbundenen Unternehmen oder beauftragte Auftragsverarbeiter zur Durchführung des o.g. Zwecks weitergegeben.

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## Greece:

The personal data you submit is collected by Avaya EMEA Ltd.-Greece Br as Data Controller and solely used for the purpose of carrying out the application procedure and a possible employment by Avaya EMEA Ltd.-Greece Br.

You can contact the Avaya Data Protection Officers at [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com).

Your data is treated confidentially and will only be processed by Avaya EMEA Ltd.-Greece Br and its global affiliates or service providers acting on behalf of Avaya for the abovementioned processing purpose.

It is possible that the data is transferred to third countries without adequacy decision by the EU-Commission. Avaya will ensure that all data protection requirements are met at any time, in particular with regard to international data transfers. For Avaya affiliates this is achieved through the Avaya Binding Corporate Rules, which are also published on the Avaya website, for transfers to data processors on behalf of Avaya through standard data protection clauses adopted by the Commission. Please refer to the abovementioned e-mail address in case of questions.

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You have the right to request access to and rectification or erasure of personal data or restriction of processing concerning you as well as the right to data portability, subject to the respective statutory requirements of chapter three GDPR.

Beyond that you have the right to lodge a complaint with a supervisory authority. The processing of your personal data is necessary for the performance of the application procedure and a possible employment.

## Hungary:

The personal data you submit is collected by AVAYA HUNGARY LTD as Data Controller and solely used for the purpose of carrying out the application procedure and a possible employment by AVAYA HUNGARY LTD.

You can contact the Avaya Data Protection Officers at [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com).

Your data is treated confidentially and will only be processed by AVAYA HUNGARY LTD and its global affiliates or service providers acting on behalf of Avaya for the abovementioned processing purpose.

It is possible that the data is transferred to third countries without adequacy decision by the EU-Commission. Avaya will ensure that all data protection requirements are met at any time, in particular with regard to international data transfers. For Avaya affiliates this is achieved through the Avaya Binding Corporate Rules, which are also published on the Avaya website, for transfers to data processors on behalf of Avaya through standard data protection clauses adopted by the Commission. Please refer to the abovementioned e-mail address in case of questions.

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Beyond that you have the right to lodge a complaint with a supervisory authority. The processing of your personal data is necessary for the performance of the application procedure and a possible employment.

## Ireland:

The personal data you submit is collected by Avaya Int'l Sales Ltd. as Data Controller and solely used for the purpose of carrying out the application procedure and a possible employment by Avaya Int'l Sales Ltd.

You can contact the Avaya Data Protection Officers at [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com).

Your data is treated confidentially and will only be processed by Avaya Int'l Sales Ltd. and its global affiliates or service providers acting on behalf of Avaya for the abovementioned processing purpose.

It is possible that the data is transferred to third countries without adequacy decision by the EU-Commission. Avaya will ensure that all data protection requirements are met at any time, in particular with regard to international data transfers. For Avaya affiliates this is achieved through the Avaya Binding Corporate Rules, which are also published on the Avaya website, for transfers to data processors on behalf of Avaya through standard data protection clauses adopted by the Commission. Please refer to the abovementioned e-mail address in case of questions.

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Beyond that you have the right to lodge a complaint with a supervisory authority. The processing of your personal data is necessary for the performance of the application procedure and a possible employment.

## Italy:

I dati personali inviati vengono raccolti da Avaya Italia S.p.A. come Titolare del trattamento dei dati e utilizzati al solo fine di eseguire la procedura di candidatura e un possibile impiego da parte di Avaya Italia S.p.A.

È possibile contattare i responsabili della protezione dei dati Avaya all'indirizzo [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com).

I tuoi dati sono trattati in modo confidenziale e saranno trattati solo da Avaya Italia S.p.A. e dalle sue consociate a livello globale o fornitori di servizi che agiscono per conto di Avaya ai fini del trattamento sopra menzionato.

È possibile che i dati siano trasferiti in paesi terzi senza decisione di adeguatezza da parte della Commissione UE. Avaya garantirà il rispetto di tutti i requisiti di protezione dei dati in qualsiasi momento, in particolare per quanto riguarda i trasferimenti internazionali di dati. Per le consociate di Avaya, questo è ottenuto attraverso le Norme aziendali vincolanti Avaya, che sono anche pubblicate sul sito Web Avaya, per i trasferimenti ai responsabili del trattamento dei dati per conto di Avaya attraverso clausole standard di protezione dei dati adottate dalla Commissione. Si prega di fare riferimento al suddetto indirizzo e-mail in caso di domande.

I dati verranno archiviati solo per la durata della procedura di candidatura, se non si rinuncia espressamente alla propria intenzione di candidarsi o se un contratto di lavoro è firmato.

Hai il diritto di richiedere l'accesso e la rettifica o la cancellazione dei dati personali o la limitazione del trattamento che ti riguarda, nonché il diritto alla portabilità dei dati, in conformità ai requisiti di legge del capitolo 3 del GDPR.

Oltre a ciò, hai il diritto di sporgere denuncia presso un'autorità di vigilanza. Il trattamento dei dati personali è necessario per l'esecuzione della procedura di candidatura e un potenziale impiego.

## Luxembourg:

The personal data you submit is collected by Avaya Luxembourg S.à.r.l. as Data Controller and solely used for the purpose of carrying out the application procedure and a possible employment by Avaya Luxembourg S.à.r.l.

You can contact the Avaya Data Protection Officers at [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com).

Your data is treated confidentially and will only be processed by Avaya Luxembourg S.à.r.l. and its global affiliates or service providers acting on behalf of Avaya for the abovementioned processing purpose.

It is possible that the data is transferred to third countries without adequacy decision by the EU-Commission. Avaya will ensure that all data protection requirements are met at any time, in particular with regard to international data transfers. For Avaya affiliates this is achieved through the Avaya Binding Corporate Rules, which are also published on the Avaya website, for transfers to data processors on behalf of Avaya through standard data protection clauses adopted by the Commission. Please refer to the abovementioned e-mail address in case of questions.

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Beyond that you have the right to lodge a complaint with a supervisory authority. The processing of your personal data is necessary for the performance of the application procedure and a possible employment.



## Netherlands:

The personal data you submit is collected by Avaya Nederland B.V. as Data Controller and solely used for the purpose of carrying out the application procedure and a possible employment by Avaya Nederland B.V.

You can contact the Avaya Data Protection Officers at [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com).

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Beyond that you have the right to lodge a complaint with a supervisory authority. The processing of your personal data is necessary for the performance of the application procedure and a possible employment.

## Poland:

Przesyłane przez Panią/Pana dane osobowe są gromadzone przez Avaya Poland Sp. z o. o. jako kontroler danych i używane wyłącznie w celu przeprowadzenia procedury rekrutacyjnej i możliwego zatrudnienia przez Avaya Poland Sp. z o. o.

Możliwy jest kontakt z Biurem Avaya ds. ochrony danych osobowych pod adresem [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com).

Przekazane dane są traktowane poufnie i będą przetwarzane wyłącznie przez Avaya Poland Sp. z o. o. i spółki powiązane lub dostawców usług działających w imieniu Avaya w wyżej wymienionym celu przetwarzania.

Możliwe, że dane zostaną przesłane do państw trzecich, nie dysponujących decyzją w sprawie adekwatności danych przez Komisję UE. Avaya zapewni, że wszystkie wymagania dotyczące ochrony danych zostaną spełnione w każdym momencie, w szczególności w odniesieniu do międzynarodowych transferów danych. W przypadku spółek powiązanych Avaya, zgodność ta jest zapewniona dzięki obowiązywaniu Wiążących Reguł Korporacyjnych Avaya, które są opublikowane na stronie internetowej Avaya. W przypadku przesyłania danych do podmiotów przetwarzających dane w imieniu Avaya, jest to osiągnięte za pośrednictwem standardowych klauzul ochrony danych przyjętych przez Komisję UE. W przypadku pytań prosimy o kontakt pod wyżej wymienionym adresem e-mail.

Dane będą przechowywane tylko przez czas trwania procedury rekrutacyjnej, jeśli jednoznacznie nie wycofa Pani/Pan zamiaru złożenia kandydatury lub do czasu, aż umowa o pracę nie zostanie sfinalizowana.

Ma Pani/Pan prawo żądać dostępu do danych osobowych oraz ich poprawiania lub usuwania, do ograniczenia przetwarzania danych osobowych, a także prawo do przenoszenia danych, z zastrzeżeniem odpowiednich wymogów ustawowych Rozdziału 3 RODO. Poza tym, ma Pan/Pani prawo do złożenia skargi do organu nadzorczego. Przetwarzanie danych osobowych jest niezbędne do przeprowadzenia procedury rekrutacyjnej i ewentualnego zatrudnienia.

## Portugal:

The personal data you submit is collected by Avaya EMEA LTD – Sucursal em Portugal as Data Controller and solely used for the purpose of carrying out the application procedure and a possible employment by Avaya EMEA LTD – Sucursal em Portugal.

You can contact the Avaya Data Protection Officers at [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com).

Your data is treated confidentially and will only be processed by Avaya EMEA LTD – Sucursal em Portugal and its global affiliates or service providers acting on behalf of Avaya for the abovementioned processing purpose.

It is possible that the data is transferred to third countries without adequacy decision by the EU-Commission. Avaya will ensure that all data protection requirements are met at any time, in particular with regard to international data transfers. For Avaya affiliates this is achieved through the Avaya Binding Corporate Rules, which are also published on the Avaya website, for transfers to data processors on behalf of Avaya through standard data protection clauses adopted by the Commission. Please refer to the abovementioned e-mail address in case of questions.

The data will only be stored for the duration of the application procedure if you do not expressly refrain from your intention to apply or an employment contract is closed.

You have the right to request access to and rectification or erasure of personal data or restriction of processing concerning you as well as the right to data portability, subject to the respective statutory requirements of chapter three GDPR.

Beyond that you have the right to lodge a complaint with a supervisory authority. The processing of your personal data is necessary for the performance of the application procedure and a possible employment.

## Romania:

The personal data you submit is collected by Avaya Romania LLC as Data Controller and solely used for the purpose of carrying out the application procedure and a possible employment by Avaya Romania LLC.

You can contact the Avaya Data Protection Officers at [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com).

Your data is treated confidentially and will only be processed by Avaya Romania LLC and its global affiliates or service providers acting on behalf of Avaya for the abovementioned processing purpose.

It is possible that the data is transferred to third countries without adequacy decision by the EU-Commission. Avaya will ensure that all data protection requirements are met at any time, in particular with regard to international data transfers. For Avaya affiliates this is achieved through the Avaya Binding Corporate Rules, which are also published on the Avaya website, for transfers to data processors on behalf of Avaya through standard data protection clauses adopted by the Commission. Please refer to the abovementioned e-mail address in case of questions.

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Beyond that you have the right to lodge a complaint with a supervisory authority. The processing of your personal data is necessary for the performance of the application procedure and a possible employment.

## Spain:

Los datos personales que envíe se recopilan a través de Avaya España SLU como responsable del tratamiento de los datos personales y se utilizan únicamente para llevar a cabo el procedimiento de solicitud y posible empleo por parte de Avaya España SLU.

Puede ponerse en contacto con los oficiales de protección de datos de Avaya en [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com).

Sus datos se tratan de forma confidencial y solo serán procesados por Avaya España SLU y sus filiales a nivel global o proveedores de servicios que actúen en nombre de Avaya para el tratamiento mencionado anteriormente.

Es posible que los datos se transfieran a terceros países que no cuenten con el nivel de adecuación decidido por parte de la Comisión Europea. Avaya se asegurará de que todos los requisitos en materia de protección de datos se cumplan en todo momento, en particular con respecto a las transferencias internacionales de datos. Para las filiales de Avaya, esto se logra a través de las Reglas Corporativas Vinculantes de Avaya, que también se publican en el sitio web de Avaya, para realizar transferencias a encargados de tratamiento de datos en nombre de Avaya a través de cláusulas estándar de protección de datos adoptadas por la Comisión. Por favor, consulte la dirección de correo electrónico antes mencionada en caso de cualquier pregunta.

Los datos solo se almacenarán mientras dure el procedimiento de solicitud, si no se abstiene expresamente de su intención de mantener su solicitud o si se cierra un contrato de trabajo.

Usted tiene derecho a solicitar el acceso, rectificación, cancelación de los datos personales o la oposición al tratamiento que le concierne, así como el derecho a la portabilidad de los datos, sujeto a los requisitos legales respectivos del capítulo tres de la GDPR.

Además, tiene derecho a presentar una queja ante la autoridad pertinente. El procesamiento de sus datos personales es necesario para la realización del procedimiento de solicitud y posible empleo.

## Sweden:

Konftel A B & Avaya Sweden AB är personuppgiftsansvariga för de personuppgifter du tillhandahåller Konftel A B & Avaya Sweden AB eller som Konftel A B & Avaya Sweden AB samlar in på annat sätt.

Dina personuppgifter behandlas konfidentiellt och kommer endast att används endast av Konftel A B & Avaya Sweden AB och dess närstående bolag eller tjänsteleverantörer som agerar för Avaya för ovannämnda förädlingsändamål för att genomföra och administrera ansökningsförfarandet och i samband med och under en eventuell anställning.

Personuppgifterna behandlas på grundval av lag och i förekommande fall vårt berättigade intresse av att behandla personuppgifter. Genom att tillhandahålla oss personuppgifter anses du ha samtyckt till att vi samlar in, lagrar, behandlar och använder dina personuppgifter för de ändamål som anges ovan.

Det är möjligt att personuppgifterna kan komma att överföras till tredje land. I de fall så sker åtar sig Avaya att se till att överföringen av personuppgifter sker i enlighet med tillämplig dataskyddslagstiftning. För Avaya närstående bolag uppnås detta genom de bindande företagsbestämmelser (Avaya Binding Corporate Rules) som Konftel A B & Avaya Sweden AB omfattas av och vilka också publiceras på Avayas webbplats och för underbiträden till Avaya genom standardavtalsklausuler som beslutats av EU-kommissionen. .

Personuppgifterna lagras under den tid ansökningsperioden pågår eller den längre tid som påkallas med anledning av att ett anställningsavtal ingås.

Du har rätt att kostnadsfritt begära information från oss om användningen av de personuppgifter som rör dig. Vi kommer på din begäran eller på eget initiativ rätta eller radera uppgifter som är felaktiga eller begränsa behandlingen av sådana uppgifter. Du har vidare rätt att begära att dina uppgifter inte behandlas för direktmarknadsföringsändamål. Du har också rätt att få del av dina personuppgifter i ett maskinläsbart format eller, om det är tekniskt möjligt, att få uppgifterna överförda till en tredje part som du anvisar.

Om du är missnöjd med vår behandling kan du lämna in ett klagomål till en tillsynsmyndighet vilket i Sverige är Datainspektionen

([www.datainspektionen.se](http://www.datainspektionen.se)). Du kan också vända dig till tillsynsmyndigheten i det land där du bor eller arbetar. Har du frågor om vår personuppgiftsbehandling eller önskar information om vilka personuppgifter om dig vi behandlar är du välkomna att kontakta

Avaya Data Protection Officers på [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com).

## United Kingdom:

The personal data you submit is collected by Avaya UK as Data Controller and solely used for the purpose of carrying out the application procedure and a possible employment by Avaya UK.

You can contact the Avaya Data Protection Officers at [dataprivacy@avaya.com](mailto:dataprivacy@avaya.com).

Your data is treated confidentially and will only be processed by Avaya UK and its global affiliates or service providers acting on behalf of Avaya for the abovementioned processing purpose.

It is possible that the data is transferred to third countries without adequacy decision by the EU-Commission. Avaya will ensure that all data protection requirements are met at any time, in particular with regard to international data transfers. For Avaya affiliates this is achieved through the Avaya Binding Corporate Rules, which are also published on the Avaya website, for transfers to data processors on behalf of Avaya through standard data protection clauses adopted by the Commission. Please refer to the abovementioned e-mail address in case of questions.

The data will only be stored for the duration of the application procedure if you do not expressly refrain from your intention to apply or an employment contract is closed.

You have the right to request access to and rectification or erasure of personal data or restriction of processing concerning you as well as the right to data portability, subject to the respective statutory requirements of chapter three GDPR.

Beyond that you have the right to lodge a complaint with a supervisory authority. The processing of your personal data is necessary for the performance of the application procedure and a possible employment.