

<p>Note: Please, read the privacy notice and agree to the terms of use in order to allow us to lawfully store your application for your potential future information on vacancies in SIKA corporation</p>	<p>Opomba: Preberite obvestilo o zasebnosti in se strinjajte s pogoji uporabe, v kolikor nam dovolite, da zakonito hranimo vašo prošnjo za namene vašega bodočega informiranja o prostih delovnih mestih v korporaciji SIKA</p>
<p>Privacy Notice Use of personal data</p> <p>SIKA sistemi za lepljenje in tesnjenje d.o.o. Prevale 13, 1236 Trzin</p>	<p>Obvestilo o zasebnosti Uporaba osebnih podatkov</p> <p>SIKA sistemi za lepljenje in tesnjenje d.o.o. Prevale 13, 1236 Trzin</p>
<p>We hereby inform you about the processing of your personal data and the rights you are entitled under data protection law.</p>	<p>Obveščamo vas o obdelavi vaših osebnih podatkov in pravicah, ki vam pripadajo v skladu z Zakonom o varstvu osebnih podatkov.</p>
<p>Changes to our privacy policy may become necessary due to changes to our website or due to changes in legal requirements. We reserve the right to make such changes at any time.</p>	<p>Spremembe našega pravilnika o zasebnosti so lahko potrebne zaradi sprememb našega spletnega mesta ali zaradi sprememb zakonskih zahtev. Pridržujemo si pravico, da takšne spremembe izvedemo kadar koli.</p>
<p>The controller responsible for processing of your personal data is the legal entity at which you applied for the specific position.</p>	<p>Upravljavec, odgovoren za obdelavo vaših osebnih podatkov, je pravna oseba, pri kateri ste se prijavili na določeno delovno mesto.</p>
<p>Personal data contained in your application may be used by above mentioned legal entity and its affiliates, branches, and subsidiaries (hereinafter referred to as "Sika") in other countries, for the purpose of providing technical support to enable recruitment process or if you have given your specific consent, also for considering your application for other suitable positions. Your data will also be accessible to the user, namely an affiliated company within the SIKA corporation, namely Sika Services AG, headquartered in Zürich, Swiss Confederation, for the purpose of informing you about possible job vacancies within the SIKA corporation, in the following 12 months.</p> <p>In some countries the standards for data protection may be different from the standards of data protection of your home country. Your personal data, however, will at any time be protected with appropriate technical and organizational measures and processing is performed in accordance with this Privacy Notice and with applicable data protection law. Your personal data will be hosted and stored on behalf of Sika by Smart Recruiters. Smart Recruiters is obliged to meet high security</p>	<p>Osebne podatke iz vaše prijave lahko zgoraj navedena pravna oseba ter njene povezane družbe, podružnice in hčerinske družbe (v nadaljevanju "Sika") v drugih državah uporabi za zagotavljanje tehnične podpore, da omogoči postopek zaposlovanja, ali, če ste dali posebno soglasje, tudi za obravnavo vaše prijave za druga ustrezna delovna mesta. Prav tako bo v vaše podatke lahko vpogledal uporabnik, in sicer povezana družba v korporaciji SIKA, in sicer Sika Services AG, s sedežem Zürich, Švicarska konfederacija, za namene vašega morebitnega informiranja o prostih delovnih mestih v korporaciji SIKA, v naslednjih 12 mesecih.</p> <p>V nekaterih državah se lahko standardi za varstvo podatkov razlikujejo od standardov za varstvo podatkov v vaši matični državi. Vendar bodo vaši osebni podatki v vsakem trenutku zaščiteni z ustreznimi tehničnimi in organizacijskimi ukrepi, obdelava pa se izvaja v skladu s tem obvestilom o zasebnosti in veljavno zakonodajo o varstvu podatkov. Vaše osebne podatke bo v imenu družbe Sika gostila in hranila družba Smart Recruiters. Smart Recruiters je dolžan izpolnjevati visoke</p>

standards to protect your Information, in accordance with the concluded Data Processing Agreement.	varnostne standarde za zaščito vaših podatkov, v skladu s sklenjeno pogodbo o obdelavi osebnih podatkov.
If we transfer personal data to service providers outside the European Economic Area (EEA), the transfer will only take place if the European Commission has confirmed that the third country has an adequate level of data protection or if other appropriate data protection safeguards are in place.	Če osebne podatke posredujemo ponudnikom storitev zunaj Evropskega gospodarskega prostora (EGP), bo prenos opravljen le, če je Evropska komisija potrdila, da ima tretja država ustrezen raven varstva podatkov, ali če obstajajo drugi ustrezeni zaščitni ukrepi za varstvo podatkov.
The categories of personal data processed include:	Kategorije osebnih podatkov, ki se obdelujejo, vključujejo:
— Your contact information (such as first name, last name, country of residence, telephone number, e-mail address)	— vaši kontaktni podatki (kot so ime, priimek, država prebivališča, telefonska številka, e-poštni naslov)
— Data on your professional background (for example, cv, qualifications and degrees, work experience)	— Podatki o vaši poklicni izobrazbi (na primer življenjepis, kvalifikacije in diplome, delovne izkušnje).
— Information regarding your personal circumstances (for example, cover letter, career interests), which may also include special categories of personal data (for example, ethnicity)	— Informacije o vaših osebnih okoliščinah (na primer motivacijsko pismo, poklicni interesi), ki lahko vključujejo tudi posebne kategorije osebnih podatkov (na primer etnična pripadnost)
— only if this is legally required or if you decide to share these data with us. .	— samo če je to zakonsko zahtevano ali če se odločite, da nam te podatke posredujete
We collect and store your personal data when you provide it to us by:	Vaše osebne podatke zbiramo in shranjujemo, ko nam jih posredujete z:
— registering on our career portal	— registracijo na našem kariernem portalu
— creating and updating your candidate profile	— ustvarjanjem in posodabljanjem profila kandidata
— applying for a job with your data	— prijavo na delovno mesto z vašimi podatki
— being added to our talent pool	— pridružitvijo našemu bazenu talentov
— sending us your data by e-mail or post	— pošiljanjem svojih podatkov po e-pošti ali navadni pošti
— providing us with your data at a	— nam posredujete svoje podatke na kariernem sejmu ali drugem

career fair or other event	dogodku.
When you submit your application, we will collect the relevant personal data to assess your suitability for possible employment opportunities within Sika. Sika reserves the right to confirm references and verify educational background. You confirm that personal data contained in your application is true and accurate and does not contain any misleading statements or omissions.	Ko oddate prijavo, bomo zbrali ustrezne osebne podatke, da bi ocenili vašo primernost za morebitne zaposlitvene priložnosti v družbi Sika. Družba Sika si pridržuje pravico, da potrdi reference in preveri izobrazbo. Potrjujete, da so osebni podatki v vaši prijavi resnični in točni ter ne vsebujejo zavajajočih izjav ali opustitev.
Your personal data may be held, processed, disclosed and retained for recruitment purposes, marketing purposes related to recruitment (so long as your consent is valid), personnel administration, management and/or statistics (to support the optimization of recruitment process) as well as for legal and regulatory purposes, unless expressly agreed otherwise between you and Sika. The legal basis for the processing of your personal data when registering on the portal or submitting your application is your voluntarily given consent under Art.6 para.1 lit.a) GDPR.	Vaši osebni podatki se lahko hranijo, obdelujejo, razkrivajo in shranjujejo za namene zaposlovanja, trženske namene, povezane z zaposlovanjem (dokler je vaša privolitev veljavna), kadrovsko administracijo, upravljanje in/ali statistiko (za podporo optimizaciji postopka zaposlovanja) ter za pravne in regulativne namene, razen če izrecno dogovorjeno drugače med tabo in Siko. Pravna podlaga za obdelavo vaših osebnih podatkov ob registraciji na portalu ali oddaji prijave je vaša prostovoljna privolitev v skladu s členom 6(1)(a) GDPR.
Other processing of your personal data	Drug obdelava vaših osebnih podatkov
Should the data processing be necessary to protect a legitimate interest of the person responsible or of a third party and should the interests, fundamental rights and freedoms of the data subject not outweigh the former interest, our overriding legitimate interest according to Art. 6 para. 1 1st sentence lit. f) GDPR shall serve as the legal basis for the processing. For instance, this applies to any investigations concerning criminal offences. If necessary, we shall inform you separately by stating our legitimate interest, insofar as this is required by law.	Če je obdelava podatkov potrebna za zaščito zakonitega interesa odgovorne osebe ali tretje osebe in če interesi, temeljne pravice in svoboščine posameznika, na katerega se nanašajo osebni podatki, ne prevladajo nad prvim interesom, je naš prevladujoči zakoniti interes v skladu s čl. 6 odst. 1, prvi stavek, točka f) Splošne uredbe o varstvu podatkov, ki je pravna podlaga za obdelavo. To na primer velja za vse preiskave v zvezi s kaznivimi dejanji. Po potrebi vas o tem posebej obvestimo z navedbo našega zakonitega interesa, če to zahteva zakon.
In addition, European regulations 2580/2001 and 881/2002 require us to compare your data with the "EU terror lists" in order to ensure that no funds or other economic resources are used for terrorist purposes.	Poleg tega nam evropski uredbi 2580/2001 in 881/2002 nalagata, da vaše podatke primerjamo s "seznammi terorističnih organizacij EU", da bi zagotovili, da se sredstva ali drugi gospodarski viri ne uporabljajo v teroristične namene.
Retention and Administration of Information	Hramba in upravljanje informacij
If your application is successful and you are invited to attend an interview or assessment with Sika, your information will be retained, and Sika may also use your personal data for personnel administration and management purposes. Insofar	Če bo vaša prijava uspešna in boste povabljeni na razgovor ali ocenjevanje pri družbi Sika, bodo vaši podatki shranjeni, družba Sika pa lahko vaše osebne podatke uporabi tudi za namene upravljanja in vodenja osebja. Če je zagotavljanje osebnih

<p>as the provision of personal data is necessary to initiate or execute contractual relationships or in connection with performing pre-contractual measures, the legal basis for the processing is our overriding legitimate interest in connection with the conclusion or the performance of a contract. If required and legally permissible, we will process your data for purposes other than the original contractual purposes to fulfill legal obligations in accordance with Art. 6 para. 1 section c) GDPR.</p>	<p>podatkov potrebno za vzpostavitev ali izvajanje pogodbenih razmerij ali v zvezi z izvajanjem predpogodbenih ukrepov, je pravna podlaga za obdelavo naš prevladujoči zakoniti interes v zvezi s sklenitvijo ali izvajanjem pogodbe. Če je to potrebno in zakonsko dovoljeno, bomo vaše podatke obdelali za namene, ki niso prvotni pogodbeni nameni, da bi izpolnili zakonske obveznosti v skladu s čl. 6 odst. 1(c) Splošne uredbe o varstvu podatkov.</p>
<p>If your application is unsuccessful, Sika may retain your application and personal data contained therein in general for up to twelve (12) months, if not dictated otherwise by local legislations. Sika reserves the right to refer to the personal data contained in the application and contact you for another suitable job within Sika, only based on your explicit consent. However, as your application has been submitted for a specific position it will not be automatically considered for another job opportunity. Please apply separately for any other positions you might be interested in.</p>	<p>Če vaša prijava ni uspešna, lahko družba Sika hrani vašo prijavo in osebne podatke, ki jih vsebuje, na splošno za največ dvanajst (12) mesecev, če lokalna zakonodaja ne določa drugače. Družba Sika si pridržuje pravico, da se sklicuje na osebne podatke iz prijave in vas kontaktira za drugo ustrezeno delovno mesto v družbi Sika samo na podlagi vaše izrecne privolitve. Ker pa je bila vaša vloga oddana za določeno delovno mesto, ne bo samodejno obravnavana za drugo priložnost za zaposlitev. Za morebitna druga delovna mesta, ki bi vas utegnila zanimati, se prijavite ločeno.</p>
<p>If your personal data is held in the talent pool, your data will be deleted in accordance with the relevant data protection policies mentioned above, with the stipulation that if you have not revised or used your profile for a period of twelve months, we will send you an e-mail requesting you to update your data. If you fail to update your data or to actively confirm that the data is still up-to-date, we will remove you from the talent pool and delete your personal data as part of our regular deletion schedule.</p>	<p>Če so vaši osebni podatki shranjeni v zbirki talentov, bodo izbrisani v skladu z zgoraj navedenimi ustreznimi pravili o varstvu podatkov, pri čemer velja, da vam bomo, če v dvanajstih mesecih svojega profila niste spremenili ali uporabili, poslali e-poštno sporočilo s pozivom, da svoje podatke posodobite. Če svojih podatkov ne boste posodobili ali aktivno potrdili, da so podatki še vedno posodobljeni, vas bomo odstranili iz nabora talentov in vaše osebne podatke izbrisali v okviru našega rednega urnika brisanja.</p>
<p>Your Rights and Removal of your personal data</p>	<p>Vaše pravice in odstranitev vaših osebnih podatkov</p>
<p>a) Right of access: You may have the right to obtain from us confirmation as to whether or not personal data concerning you is processed, and, where that is the case, to request access to the personal data. The access information includes – inter alia – provision of the information about the purposes of the processing, the categories of personal data concerned and the recipients or categories of recipients to whom the personal data have been or will be disclosed. However, this is not an absolute right and the interests of other individuals</p>	<p>a) Pravica do dostopa: V tem primeru imate pravico od nas dobiti potrditev, ali se osebni podatki v zvezi z vami obdelujejo ali ne, in zahtevati dostop do osebnih podatkov. Informacije o dostopu med drugim vključujejo zagotovitev informacij o namenih obdelave, kategorijah zadavnih osebnih podatkov in prejemnikih ali kategorijah prejemnikov, ki so jim bili ali jim bodo osebni podatki razkriti. Vendar to ni absolutna pravica in interesu drugih posameznikov lahko omejijo vašo pravico do dostopa. Morda imate</p>

	may limit your right of access. You may have the right to obtain a copy of the personal data being processed. Your requests are usually free of charge. If your request is manifestly unfounded or excessive, in particular because of its repetitive nature, we may charge a reasonable fee based on administrative costs.		<u>pravico pridobiti kopijo osebnih podatkov, ki se obdelujejo.</u> Vaše zahteve so običajno brezplačne. V primeru, da je vaša zahteva očitno neutemeljena ali pretirana, zlasti zaradi njene ponavljajoče se narave, lahko zaračunamo razumno pristojbino na podlagi upravnih stroškov.
b)	<u>Right to rectification:</u> You may have the right to obtain from us the rectification of inaccurate personal data concerning you. Depending on the purposes of the processing, you may have the right to have incomplete personal data completed, including by means of providing a supplementary statement.	b)	<u>Pravica do popravka:</u> Pravica do popravka netočnih osebnih podatkov v zvezi z vami: (b) Imate pravico, da od nas zahtevate popravek netočnih osebnih podatkov v zvezi z vami. Glede na namene obdelave imate lahko pravico do dopolnitve nepopolnih osebnih podatkov, tudi s predložitvijo dodatne izjave.
c)	Right to erasure ("right to be forgotten"): Under certain circumstances, you may have the right to obtain from us the erasure of personal data concerning you and we may be obliged to erase such personal data.	c)	<u>Pravica do izbrisala ("pravica biti pozabljen"):</u> V določenih okoliščinah imate lahko pravico, da od nas zahtevate izbris osebnih podatkov v zvezi z vami, mi pa smo morda dolžni izbrisati takšne osebne podatke.
d)	<u>Right to restriction of processing:</u> Under certain circumstances, you may have the right to restrict processing of your personal data. In this case, the respective data will be marked and may be processed by us only for certain purposes.	d)	<u>Pravica do omejitve obdelave:</u> V določenih okoliščinah imate lahko pravico do omejitve obdelave svojih osebnih podatkov. V tem primeru bodo zadevni podatki označeni in jih lahko obdelujemo le za določene namene.
e)	<u>Right to data portability:</u> Under certain circumstances, you may have the right to receive the personal data concerning you, which you have provided to us, in a structured, commonly used and machine-readable format and you may have the right to transmit those data to another entity without hindrance from us.	e)	<u>Pravica do prenosljivosti podatkov:</u> V določenih okoliščinah imate lahko pravico, da osebne podatke v zvezi z vami, ki ste nam jih posredovali, prejmete v strukturirani, splošno uporabljeni in strojno berljivi obliki, in da te podatke brez naših ovir posredujete drugemu subjektu
f)	<u>Right to object:</u> Under certain circumstances, you may have the right to object, on grounds relating to your particular situation, to the processing of your personal data by us and we can be required to no longer process your personal data.	f)	<u>Pravica do ugovora:</u> V določenih okoliščinah imate zaradi razlogov, povezanih z vašim posebnim položajem, pravico ugovarjati naši obdelavi vaših osebnih podatkov in od nas lahko zahtevate, da prenehamo obdelovati vaše osebne

<p>Moreover, if your personal data is processed for direct marketing purposes, you have the right to object at any time to the processing of personal data concerning you for such marketing, which includes profiling to the extent that it is related to such direct marketing. In this case your personal data will no longer be processed by us for such purposes.</p>	<p>podatke. Poleg tega imate, če se vaši osebni podatki obdelujejo za namene neposrednega trženja, pravico kadar koli ugovarjati obdelavi osebnih podatkov v zvezi z vami za takšno trženje, kar vključuje profiliranje, če je povezano s takšnim neposrednim trženjem. V tem primeru vaših osebnih podatkov ne bomo več obdelovali za takšne namene.</p>
<p>If you believe that your privacy rights have been infringed, you also have the right to complain to the supervisory authority.</p>	<p>Če menite, da so bile vaše pravice do zasebnosti kršene, imate pravico do pritožbe pri nadzornem organu.</p>
<p>If you have any questions regarding the use of your personal data or if you wish to object to Sika's processing of data, in accordance with local applicable data protection laws and regulations please contact your local data protection contact under email address available under following link: GDPR (sika.com) or, where applicable, use the "Exercise Your Privacy Rights" web form on our Sika websites.</p>	<p>Če imate kakršna koli vprašanja v zvezi z uporabo svojih osebnih podatkov ali če želite ugovarjati obdelavi podatkov s strani družbe Sika v skladu z lokalno veljavnimi zakoni in predpisi o varstvu podatkov, se obrnite na , na svoj lokalni kontakt za varstvo podatkov pod e-poštnim naslovom, ki je na voljo na naslednji povezavi: GDPR (sika.com) ali, kjer je primerno, uporabite spletni obrazec "Uveljavljanje pravic do zasebnosti" na naših spletnih straneh družbe Sika.</p>
<p>You can access and update the data you have provided in your profile on the Career Portal at any time. If you discover that your personal data stored with us is incorrect or outdated, you have the right to verify and correct it directly in the Career Portal. It is your sole responsibility to ensure that this data is true and correct.</p>	<p>Do podatkov, ki ste jih navedli v svojem profilu na kariernem portalu, lahko kadar koli dostopate in jih posodabljate. Če ugotovite, da so vaši osebni podatki, shranjeni pri nas, nepravilni ali zastareli, imate pravico, da jih preverite in popravite neposredno na kariernem portalu. Vaša izključna odgovornost je, da zagotovite, da so ti podatki resnični in pravilni.</p>
<p>You can withdraw your application at any time via your candidate profile as well as delete your profile. Please note that any active applications will be withdrawn automatically. Your profile with all your personal data will be immediately blocked and deleted as part of our regular deletion schedule.</p>	<p>Svojo prijavo lahko kadar koli umaknete prek profila kandidata in izbrisete svoj profil. Upoštevajte, da bodo vse aktivne prijave samodejno umaknjene. Vaš profil z vsemi osebnimi podatki bo takoj blokiran in izbrisан v okviru našega rednega urnika brisanja.</p>
<p>How to contact us</p>	<p>Kako stopiti v stik z</p>
<p>If you have any concerns or questions about this Privacy Notice, please contact the Sika entity to which you have applied or local data protection contact whose email address is available under following link: GDPR (sika.com).</p>	<p>Če imate kakršne koli pomisleke ali vprašanja v zvezi s tem obvestilom o zasebnosti, se obrnite na podjetje Sika, na katerega ste se obrnili, ali na lokalno kontaktno osebo za varstvo podatkov, katere e-poštni naslov je na voljo pod naslednjo povezavo: GDPR (sika.com).</p>
<p>Terms of Use</p>	<p>Pogoji uporabe</p>

<p>By registering in the career portal or/and by applying to specific position, you are expressing interest in working for us or for a company within the Sika Group and agree to the collection, processing and use of the provided information for the purposes described here. The legal basis of the processing of your personal data when registering to the portal or submitting your application is your given consent. It is up to you to decide whether you want to apply for other vacancies in addition to your specific application and make available your personal data to the business function for that purpose.</p>	<p>Z registracijo na kariernem portalu in/ali s prijavo na določeno delovno mesto izražate zanimanje za delo pri nas ali v podjetju v skupini Sika in se strinjate z zbiranjem, obdelavo in uporabo posredovanih informacij za tukaj opisane namene. Pravna podlaga za obdelavo vaših osebnih podatkov ob registraciji na portalu ali pri oddaji prijave je vaša dana privolitev. Od vas je odvisno, ali se boste poleg svoje konkretnne prijave prijavili tudi na druga prosta delovna mesta in v ta namen dali na voljo svoje osebne podatke poslovni funkciji.</p>
<p>You can withdraw your consent any time. Please note that the withdrawal only applies to the future. Processing that took place prior to the withdrawal shall not be affected thereby.</p>	<p>Svoje soglasje lahko kadar koli prekličete. Upoštevajte, da se umik nanaša le na prihodnost. Na obdelavo, ki je potekala pred preklicem, to ne vpliva.</p>
<p>If we wish to process your personal data for a purpose not mentioned in the Privacy Notice above, we will inform you beforehand.</p>	<p>Če želimo vaše osebne podatke obdelati za namen, ki ni naveden v zgornjem obvestilu o zasebnosti, vas bomo o tem predhodno obvestili.</p>
<p>If you would like to receive automated notifications about new job offers, you can specify this when creating your candidate profile or at any time afterwards under the tab "Options" and "Job notifications". You can create detailed search profiles and will be notified by e-mail for the duration of the time you choose. If you no longer wish to receive such e-mails in the future, you can deactivate the job notifications at any time. If you have deleted your profile, you will no longer receive job notifications.</p>	<p>Če želite prejemati samodejna obvestila o novih delovnih mestih, lahko to določite ob ustvarjanju svojega profila kandidata ali kadar koli pozneje v zavihku "Možnosti" in "Obvestila o delovnih mestih". Ustvarite lahko podrobne iskalne profile in po elektronski pošti boste prejemali obvestila za čas, ki ga boste izbrali. Če takšnih e-poštnih sporočil v prihodnje ne želite več prejemati, lahko obvestila o delovnih mestih kadar koli deaktivirate. Če ste izbrisali svoj profil, ne boste več prejemali obvestil o delovnih mestih.</p>
<p>Personal data contained in your application will be transmitted over the internet. The internet is open everyone, and security of such means of transmission can never been guaranteed. Subject to mandatory legal provisions Sika and Smart Recruiters are not liable for any injury, loss or damage incurred by you or a third party as a result of any error, delay or failure of Information transmission via the internet.</p>	<p>Osebni podatki iz vaše prijave bodo posredovani prek interneta. Internet je odprt za vsakogar in varnost takšnih načinov prenosa ni nikoli zagotovljena. Ob upoštevanju obveznih zakonskih določb Sika in Smart Recruiters nista odgovorna za kakršno koli poškodbo, izgubo ali škodo, ki bi nastala vam ali tretji osebi zaradi napake, zamude ali napake pri prenosu informacij prek interneta.</p>
<p>By submitting your application, you agree to these Terms of use and to the processing of the personal data you provide in the application in accordance with the Privacy Notice above.</p>	<p>Z oddajo vloge se strinjate s temi pogoji uporabe in obdelavo osebnih podatkov, ki jih navedete v vlogi, v skladu z zgornjim obvestilom o zasebnosti.</p>
<p>By submitting your application, you also confirm that the personal data provided in your application is true and accurate and does not contain any misleading statements or omissions.</p>	<p>Z oddajo prijave tudi potrjujete, da so osebni podatki, navedeni v vaši prijavi, resnični in točni ter ne vsebujejo zavajajočih navedb ali opustitev.</p>

If the Sika entity to which you are applying is located outside of your country of origin in a third country, by submitting your application, you also consent to the transfer of your personal data to that third country to the extent necessary to process your application

Če ima podjetje Sika, v katerega se prijavljate, sedež zunaj vaše matične države v tretji državi, z oddajo prijave soglašate tudi s prenosom svojih osebnih podatkov v to tretjo državo, če je to potrebno za obdelavo vaše prijave.

Ljubljana: _____

_____ -
Candidate name, surname, address

Signature