

SPECIAL INFORMATION AIMED AT JOB CANDIDATES, EMPLOYEES AND THEIR FAMILY MEMBERS (including husband/wife, cohabitating partner and children)

Below stated are categories of personal data that CRH Company processes about job applicants (candidates), employees and their family members /including husband/ wife, cohabitating partner and children and purposes and legal grounds based on which personal data about the following persons are being processed:

System	Legal Ground	Purpose of Processing	Legitimate Interest	Categories of Data
HR -Wage system -employee's folder -reports on trainings -Success factor	-performance of a contract Article 6, 1b) of GDPR -compliance with a legal obligation of a data controller Article 6, 1c) of GDPR -legitimate interest of a data controller Article 6, 1f) of GDPR	performance of duties and exercising of special rights of a data controller or data subject in the area of labour law, law of social security, social protection or public health insurance pursuant to a special legal regulation, labour agreement or collective agreement legitimate interests of a data controller	-internal purposes (maintenance of personal and remuneration agenda, performance and talent management, HR registry of employees, statistics and reports, performance of statutory duties) -preventive medical check-ups with respect to work -performance and talent management, trainings of employees, organisational structure of the company -human resources (data voluntarily supplemented by the candidate are kept for statistical purposes)	common personal data special categories of personal data
HR -testing of candidates -database of candidates	- performance of a contract Article 6, 1b) of GDPR - legitimate interest of a data controller Article 6, 1f) of GDPR	application of measures prior to the conclusion of a contract subject to a request for employment by a data subject	-creation of database of suitable candidates -assessment of suitability of a candidate through the processing of results from online	common personal data Testing of candidates is carried out via the system cut-e by the company Aon Assessment GmbH, which

	-consent of a data subject Article 6, 1a)	legitimate interests of a data controller purposes stated in the database – only for the purpose of database	testing of a candidate focused on performance, skills and personality -induction medical check-ups with respect to the work that the candidate is supposed to perform	provides further information to candidates on the protection of privacy, including information on automated individual decision-making and profiling special categories of personal data
Entrance system-employees (Smart Gate)	- legitimate interest of a data controller Article 6, 1f) of GDPR -consent of a data subject Article 6, 1a)	legitimate interests of a data controller purposes stated in the consent	-creation of a database of persons authorised to enter the premises of the cement plant in Rohožník and related identification of persons, - record of arrivals and departures of persons, safety (protection of life and health of persons and property), exercising of legal claims if any damage occurs	common personal data special categories of personal data
attendance system	- compliance with a legal obligation of a data controller Article 6, 1c) of GDPR - legitimate interest of a data controller Article 6, 1f) of GDPR	performance of duties and exercising of special rights of a data controller or data subject in the area of labour law, law of social security, social protection or public health insurance pursuant to a special legal regulation, labour agreement or collective agreement legitimate interests of a data controller	Recording of arrivals and departures of employees for security reasons and due to control and record of attendance	common personal data

HR- employee benefits	<ul style="list-style-type: none"> - compliance with a legal obligation of a data controller Article 6, 1c) of GDPR - Legitimate interest of a data controller Article 6, 1f) of GDPR 	<p>performance of duties and exercising of special rights of a data controller or data subject in the area of labour law, law of social security, social protection or public health insurance pursuant to a special legal regulation, labour agreement or collective agreement</p> <p>legitimate interests of a data controller</p>	granting and provision, as well as rejecting the provision of an employment benefit	common personal data
marketing promotion and internal communication	<ul style="list-style-type: none"> - performance of a contract Article 6, 1b) of GDPR - Legitimate interest of a data controller Article 6, 1f) of GDPR 	<p>performance of a contract (consent in accordance with Section 12 of the Civil Code</p> <p>legitimate interest of the data controller</p>	<ul style="list-style-type: none"> -creation of database of employees -entrance cards, MS Office 365, SF -internal communication -promotion of the data controller -improvement of communication of employees with customers -social policy of the employer -appointment of an authorised person for individual divisions-Occupational Health and Safety -production and printing of calendars, internal magazines, brochures, photobooks, presentations and other promotional materials of the data controller and the provision thereof to the employees, customers and other cooperating third parties. 	common personal data

			-publication on a website, intranet, Facebook and other social media of the Data Controller.	
Camera Systems	<ul style="list-style-type: none"> - compliance with a legal obligation of a data controller Article 6, 1c) of GDPR - legitimate interest of a data controller Article 6, 1f) of GDPR 	<p>performance of duties and exercising of special rights of a data controller or data subject in the area of labour law, law of social security, social protection or public health insurance pursuant to a special legal regulation, labour agreement or collective agreement</p> <p>legitimate interests of a data controller</p>	<ul style="list-style-type: none"> -protection of property, confidential information and good reputation of the data controller, -providing economical disposal with the means of the data controller, -performance of statutory duties in the area of damage prevention -exercising of legal claims if a damage occurs -provision for information security -other specific legitimate interests contained in an internal directive on monitoring with respect to individual methods of monitoring. 	common personal data
System Automonitor on personal motor vehicles (Infocar)	<ul style="list-style-type: none"> -performance of a contract Article 6, 1b) of GDPR -compliance with a legal obligation of a data controller Article 6, 1c) of GDPR - legitimate interest of a data controller Article 6, 1f) of GDPR 	<p>performance of a contract</p> <p>performance of duties and exercising of special rights of a data controller or data subject in the area of labour law, law of social security, social protection or public health insurance pursuant to a special legal regulation, labour agreement or collective agreement</p> <p>legitimate interests of a data controller</p>	<p>POOL, TOOL and BENEFIT vehicles</p> <ul style="list-style-type: none"> -protection of life, health or property of persons -gathering of data about the location of the vehicles and drivers of vehicles and on the conduct of drivers while driving (style of driving) -gathering information about fuel consumption, style of driving and other data on the operation of a company car -control of the usage of the vehicles and of compliance with 	common personal data

			labour duties of the employee when operating a car	
Treasury	- performance of a contract Article 6, 1b) of GDPR	performance of a contract with the bank		common personal data
Whistleblowing	-compliance with a legal obligation of a data controller Article 6, 1c) of GDPR - legitimate interest of a data controller Article 6, 1f) of GDPR	performance of duties and exercising of special rights of a data controller or data subject in the area of labour law, law of social security, social protection or public health insurance pursuant to a special legal regulation, labour agreement or collective agreement legitimate interests of a data controller	investigation of cases connected with corruption, breach of labour discipline and/or internal directives	common personal data
Fleetboard for lorries	-compliance with a legal obligation of a data controller Article 6, 1c) of GDPR - legitimate interest of a data controller Article 6, 1f) of GDPR	performance of duties and exercising of special rights of a data controller or data subject in the area of labour law legitimate interests of a data controller	-protection of life, health or property of persons and related rights arising with respect to the conditions of traffic on roads -gathering of data about the location of the vehicles and drivers of vehicles and on the conduct of drivers while driving (style of driving) -investigation of insurance claims, e.g. theft., and investigation of traffic accidents (gathering evidence on the course and causes of traffic accidents), as well as evidence on liability for the	common personal data

			<ul style="list-style-type: none"> occurrence of such events or for the caused damage -holding internal trainings for employees -prevention from the occurrence of insurance claims and traffic accidents -addressing reclamations of customers -control of the usage of vehicles and complying with labour duties of the Employee when operating a vehicle -monitoring the technical condition of vehicles 	
front and rear cameras on lorries	<ul style="list-style-type: none"> -compliance with a legal obligation of a data controller Article 6, 1c) of GDPR - legitimate interest of a data controller Article 6, 1f) of GDPR 	<ul style="list-style-type: none"> performance of duties and exercising of special rights of a data controller or data subject in the area of labour law legitimate interests of a data controller 	<ul style="list-style-type: none"> -protection of life, health or property of persons and related rights arising with respect to the conditions of traffic on roads -investigation of traffic accidents (gathering evidence on the course and causes of traffic accidents), as well as evidence on liability for the occurrence of such events or for the caused damage - control of the usage of vehicles and complying with labour duties of the Employee when operating a business vehicle -holding internal trainings for employees -prevention from the occurrence of traffic accidents 	common personal data

<p>Registry of confirmations of undertaking testing for COVID-19/ corona virus</p>	<p>-protection of life or health of a data subject or other natural person Section 13 (1 d) Act on the Protection of Personal Data, or Article 6, 1d) of GDPR -legitimate interest of a data controller Article 6, 1f) of GDPR</p>	<p>protection of life or health of a data subject or other natural person legitimate interests of a data controller (operational capability of plants of the data controller)</p>	<p>protection of life or health of a data subject or other natural person protection of rights and legitimate interests of a data controller</p>	<p>common personal data special categories of personal data</p>
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