

INFORMATION FOR JOB APPLICANTS ABOUT THE PROCESSING OF PERSONAL DATA

A. Data Controller

DEEPLAB P.C., with VAT No. 800820483 and registered office at 106 Syngrou Avenue, Athens, 11741, Greece (email: info@deeplab.ai), hereby informs you, in its capacity as a Data Controller, in accordance with Regulation (EU) 2016/679 (hereinafter "GDPR"), about the type of personal data it collects and processes, the sources from which the personal data are collected, the purposes for which the personal data are collected and processed, any possible recipients, the period for which the personal data will be stored, any possible transfer of personal data to a third country outside the EU, as well as your rights in relation to your data as job applicants and how you may exercise them. For the definitions of the terms used in this notice, please refer to the definitions in Article 4 of the GDPR.

B. Categories of personal data and their sources

The personal data processed by the Data Controller are:

1. Your identification details, such as your full name and, if you choose to provide them, your photograph and headline/profile title.
2. Your contact details, i.e. email address, telephone number and address (city, region and country).
3. Data included in your curriculum vitae/resume, cover letter, summary and profile.
4. Education, qualifications and work experience.
5. Data concerning your qualifications and publications, as well as information available in public code repositories, from publicly available sources such as OpenAlex, arXiv, Google Scholar, DBLP, GitHub and LinkedIn, in order to verify such information.
6. Data generated within the Data Controller by members of its internal assessment committee, including comments and assessments prepared either directly by them or with the assistance of artificial intelligence systems.
7. Where applicable, the reason for rejecting your job application.

The personal data listed under points 1 to 4 above may be provided to the Data Controller by you through the Workable application form, your CV/resume and any other documents or information you submit during the recruitment process. The data listed under point 5 are collected from the publicly available sources referred to above. The data listed under point 6 are produced during the assessment process, while the data listed under point 7 are recorded by the Data Controller during that process.

C. Purposes and legal basis for processing

The Data Controller collects and processes your data to the extent necessary during the application, interview and potential recruitment process, in order to verify professional information and assess whether you meet the recruitment requirements for a specific position.

The processing of your data is necessary for the evaluation and decision-making process for assessing your application and deciding whether to enter into an employment contract with you, i.e. for the legitimate interest we pursue in our efforts to recruit specialized and suitable personnel for the purposes of our business activity.

If you would like us to retain your data and contact you about potential future employment opportunities, you must provide your consent for this purpose.

The assessment of applications and all decisions in the recruitment process are carried out by the Deeplab team. AI agents may be used in a supporting role at various stages of the process, to assist the team in organising, reviewing and assessing information relevant to the criteria of the position. Any AI-generated output is reviewed by members

of the Deeplab team, who evaluate it independently and may reach a different conclusion. AI agents do not make decisions and do not reject applicants automatically. No decision producing legal effects concerning you or similarly significantly affecting you is based solely on automated processing. Job applicants' personal data and the content of their applications are not used by Deeplab or the AI service providers to train or fine-tune models. The principle of data minimisation is applied throughout the process. Deeplab does not seek special categories of personal data, and any such data appearing incidentally in submitted materials is disregarded and plays no part in the assessment.

D. Disclosure of data

For the purposes of the processing described in this notice, Deeplab may disclose your personal data to certain categories of persons or entities (recipients), in particular to data processors acting on its behalf. Such recipients have access only to the personal data that are strictly necessary for the performance of their duties or the provision of the services they have undertaken to provide to Deeplab.

In the context of collecting, storing and otherwise processing your personal data, such data may be disclosed to data processors, including Workable (management of job applications and the recruitment process), Amazon Web Services (storage of CV files through Workable), Google Workspace (Drive, Gmail and Calendar), and Anthropic and OpenAI (AI-assisted processing and evaluation of CVs), provided that appropriate confidentiality and data protection measures are in place.

E. Data retention period

If you accept the job offer, your personal data will be retained in accordance with applicable law and the policies and procedures of the Data Controller acting as your employer.

The personal data of job applicants who do not enter into an employment contract with the Data Controller are retained for six (6) months from the date the relevant position is filled or, if the position is not filled, from the date the relevant recruitment process is closed.

If you would like us to retain your data for up to two (2) years for potential future employment opportunities, please give your consent when submitting your application for the position.

Upon expiry of the above-mentioned retention periods, your personal data will be deleted or destroyed in a secure manner.

F. Transfer of data outside the EEA

The Data Controller may transfer your personal data to the United States and, where applicable, to other countries outside the European Economic Area (EEA) through the use of the service providers referred to above. Certain providers process personal data using infrastructure located in multiple geographical regions and do not offer processing exclusively within the EEA. Where no applicable adequacy decision exists, such transfers are carried out on the basis of the Standard Contractual Clauses for international transfers adopted by Commission Implementing Decision (EU) 2021/914, as incorporated into or annexed to the relevant data processing agreements, and in accordance with applicable data protection law. Further information on the applicable transfer safeguards, including how to obtain a copy, may be requested at info@deeplab.ai.

G. What rights you have in relation to your data and how you may exercise them

As job applicants, you have a number of rights under Articles 15-22 of the GDPR with regard to your personal data that is being processed.

To exercise your rights, you can contact us in writing at the email address info@deeplab.ai.

The Data Controller will respond in writing (by email or post) within one month of receiving the request and verifying the identity of the applicant, informing them of the actions taken in response to the request. This deadline may be extended by a further two months, where necessary, taking into account the complexity of the request and the number of requests. The Data Controller shall inform the Data Subject of such an extension within one month of receiving the request, as well as the reasons for the delay.

The table below indicates which rights may be exercised in relation to each processing purpose and the corresponding legal basis.

		RIGHTS						
		Access (Article 15 GDPR)	Rectification (16)	Erasure (17)	Restriction (18)	Portability (20)	Objection (21)	Withdrawal of consent (7.3)
PURPOSE	LEGAL BASIS							
Assessment of job applicants for a specific job position	Legitimate interest (6.1f GDPR)	X	X	X	X		X	
Keeping you informed about future employment opportunities	Consent (6.1a GDPR)	X	X	X	X	X		X

In the event that one or more of the aforementioned rights to rectification, erasure, and restriction of processing of your personal data are exercised, the relevant requests will also be forwarded to any third-party recipient to whom the personal data may have been transferred for the purposes of processing, unless this proves impossible or would require a disproportionate effort.

If the processing of your data is based on consent, you may withdraw your consent at any time, easily and free of charge, by contacting the Data Controller, without affecting the lawfulness of the processing based on your consent prior to its withdrawal.

The provision of your personal data is necessary for the evaluation and decision-making process regarding the conclusion of an employment contract with you. Refusal to consent to the retention of your data for future employment opportunities, or withdrawal of that consent, will have no adverse consequences for your application, it will only mean that we cannot contact you about such opportunities.

If you need information about your rights or believe that your personal data have been affected in any way, you can contact us by sending an email to info@deeplab.ai.

If the Data Controller does not act on your request when exercising the above rights or if, following its response, you consider that your above rights have been violated, you have the right to lodge a complaint with the Hellenic Data Protection Authority, www.dpa.gr.