Candidate Privacy Policy (Orbio)

In accordance with the provisions of the current data protection regulations, we inform you that CARE Vision, hereinafter the "Company" or "CARE Vision"), with registered address Friedrich-Ebert-Anlage 56, 60325 Frankfurt, will process your data as data controller.

In this regard, we inform you of the following:

1. **Purposes and legal bases for data processing**

In accordance with the applicable data protection regulations, we inform you about the purposes for which we process your data:

Purpose	Data categories	Legal basis
To receive and process your data to guide the recruitment process in case you apply for a job.	Name and surname, contact details, address, CV, interviews with our HR staff, application status.	The need to implement pre-contractual measures requested by you.
We automate the recruitment process through our specialist recruitment agencies such as Sophia to streamline our recruitment processes and provide you with an equal or even better candidate experience.	Name and surname, contact details, address, CV, suitability for the job being advertised, interviews with our HR staff, application status.	Our legitimate interest lies in optimising and automating recruitment processes. You can object to this processing and request an ordinary review by HR by requesting it in your interview with Sophia and/or other employees or by sending an email to jobs@care-vision.com. In any case, our HR team will always review the data collected by our agents to determine the status of your request. If you do not object to the above, our artificial intelligence agents will evaluate your application and allow our HR team to assess the suitability of your professional profile.
We can call you and have a phone interview once we have contacted you via WhatsApp.	First and last name, telephone number, requested position.	You freely agreed via WhatsApp.
Recording of the interview to enable better management of the recruitment process.	Name and surname, telephone number, job advertised, professional information relevant to the management of the	Your freely given consent as soon as we call you through one of our agents.

	recruitment process (experience, years of service, availability, etc.).	
We may keep records of our interactions with you to ensure regulatory compliance with our AI solutions. In these cases, we only store identifications, date and time, type of operation, and the outcome of the operation, so we do not include complete data about your data (logs).	Candidate ID, operation result, date, time.	Legal obligation
We may review interactions with you to ensure regulatory compliance with our solutions and appropriately manage the risks that using our solutions could entail for the selection process.	First and last names, interactions, professional data, contact details.	Legal obligation
If the recruitment process is successful, we will request further information from you in order to formalise the contractual relationship, as well as to register you with the Social Security or any other official procedure necessary for this formalisation and fulfilment of our obligations as an employer.	Name and surname, national ID number, social security number, certificate of residence, manual or digital signature, address, contact details, criminal record certificate, if applicable under local laws, etc.	The need to apply pre-contractual measures requested by you and to comply with our legal obligations as an employer.
We may review your complaints, suggestions and claims against our agents in the interests of our legitimate interests and those of our third-party service providers in the continuous improvement of the service offered to Candidates and respond to any rights you exercise as a Candidate.	First and last name, contact details, CV, interactions with you.	Legitimate interests of the Controller and third-party service developers with whom IT services are contracted for the continuous improvement of the service offered. Legal obligation to comply with the rights guaranteed by law.

2. Retention periods and accuracy of personal data

The Company will process your data for as long as the selection process in which the candidate participates continues to be in force. Your personal data will not be kept for more than 1 year, calculated from the date of the last update, unless we have your express authorization to store it longer so that it can be considered in future selection processes.

Data that we are required to keep due to a legal obligation will be retained for the periods established by law, during which civil, criminal or administrative liability may arise for CARE Vision.

You can also request the deletion of the data we hold about you as a candidate, unless we are required by law to keep it in accordance with the previous section.

Where we rely on our legitimate interests or those of a third party, we will retain this data until you exercise your right to object or erasure, unless there are legal or compelling reasons recommending that the objection be retained or rejected, in which case you will be duly informed if you object to the processing.

In any case, you must ensure that the information provided is accurate and up-to-date, as the validity of an employment contract concluded with the company depends on the accuracy of the information you provide.

3. Source of data

The personal data processed for participation in the recruitment processes has been provided by the candidate himself. However, we may also obtain your data from other sources if you have applied for a job with the Company via professional networks or job boards such as Indeed and the Federal Employment Agency, etc.

Similarly, the data has occasionally been provided by collaborating entities such as universities and business schools, as well as by recruitment and selection consultancies we work with.

4. Transfers and recipients of personal data

For the above purposes, the Company has contracted external services necessary for the fulfilment of the aforementioned purposes, with which we have signed the corresponding data processing agreements and which perform tasks such as data storage, administrative task management, email tools, calendars or diaries.

Specifically, we use the services of the provider ORBIOAI, S.L. (Tax ID: B75890533), which provides us with its Orbio platform; an AI-powered support platform used by the company to manage and optimize the candidate selection processes.
The Company and OrbioAI have formalized the corresponding data processing agreement.

5. Safety measures

The Company and its suppliers have implemented a number of technical and organizational measures to ensure the confidentiality, integrity and availability of your personal data at all times, as well as the resilience of processing services, such as access controls, encryption of data during transit and rest, emergency and continuity plans, regular training plans and strict confidentiality obligations.

6. Candidate rights

You can exercise your rights of access, rectification, deletion, restriction of processing, objection, portability and to object to automated individual decisions before the data protection regulations in force by the Company. You can also withdraw the consent you have given for a specific purpose and change your preferences at any time.

Applicants can exercise their rights by speaking to our representatives or by sending an email to jobs@care-vision.com .

You can also lodge complaints with the competent data protection authority Hessen (www.datenschutz.hessen.de) if you believe that we have violated data protection regulations.