



**Building a better  
working world**

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# EY Bulgaria Recruitment Privacy Statement

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## Introduction

This Privacy Statement is intended to describe the practices EY in Bulgaria follows in relation to processing personal data of job applicants.

## Who is the data controller

The data controller for your personal information is the EY member firm in Bulgaria which is responsible for the advertised position and to whom you address your application. This is either **Ernst & Young Bulgaria EOOD**, **Ernst & Young Audit OOD** or **Ernst & Young Law Partnership**.

For some vacancies, it might be that all or some of the three EY entities in Bulgaria (as listed above) are acting as joint controllers, in which case, the entity appointed with central responsibility for processing your data and responding to data subject requests is Ernst & Young Bulgaria EOOD.

## Expressing interest in working for EY

We process your personal information when you submit your CV and other documents directly to one of our recruiters, to an EY employee who is then referring your CV to the EY recruitment team or, otherwise, apply for a job in EY through a third party (such as a recruitment agency).

The provision of your personal information is optional at any time. You can ask us to delete your personal information from our systems and we will comply with your request without undue delay, unless we have a legal or regulatory reason to keep your data.

You have a responsibility to submit accurate information to us and keep it up to date.

## Purpose and lawful basis for processing

We process your personal information for the following purposes:

- ▶ Getting in contact with you and performing requisitions for job vacancies,
- ▶ Assess your suitability for a role you applied for, sending you a job offer and negotiating a contract with you and
- ▶ Contact you for future potential roles that might be of interest to you.

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When we get in touch with you directly or through a recruitment agency, we process your personal data based on our legitimate interest to identify and recruit talents and to perform requisitions for job vacancies. When we are contacting you we are led by the principle of full confidentiality and we use your personal data, prioritizing your rights for privacy over our interest to recruit you to work for EY.

The lawful basis we rely on for processing your personal data in the context of the role you applied for is your consent, expressed with a clear affirmative action by sending your CV and other personal information to be assessed in the recruitment process EY is carrying.

At a later stage of the recruitment process (sending a job offer) we process your personal data because it is necessary to take certain steps (in relation to your job application) before entering into a contract.

The lawful basis we rely on for processing your personal data in the context of future roles that might be of interest to you is Article 6(1)(a) of the GDPR, which relates to processing for which you have given consent. If you wish us to consider you for future roles, send us an email at [talent@bg.ey.com](mailto:talent@bg.ey.com).

We do not intentionally process any sensitive data about you. However, if as part of the information you sent to us when applying for a job, you send to us any sensitive data, the lawful basis we rely on to process that sensitive data (such as health, religious or ethnicity information) is Article 9(2)(b) of the GDPR, which relates to our legal obligations related to the employment and the safeguarding of your fundamental rights.

## Who can access your information?

Access to your personal information is limited to the recruitment team of EY in Bulgaria and the recruitment manager/partner in the respective department in the company.

## Transfer of personal information

We may share your personal information, for the purposes of the recruitment, with the EY entities in Bulgaria. We take appropriate security and legal precautions to safeguard the safety and integrity of personal data that is transferred within the EY organization. EY has implemented binding corporate rules (BCRs) that allow for global transfers within the EY organization of personal data originating in the EEA in accordance with applicable European privacy laws. The BCRs require all EY entities worldwide to use the same standards of protection for personal data. You can access our BCRs at [www.ey.com/bcr](http://www.ey.com/bcr).



## Data retention

All data submitted by you in applying for a specific vacancy, unless deleted earlier upon your written request, will be retained by EY for a period of six months following the recruitment decision for the job opening that you have applied for.

If you have expressed interest to be considered for future jobs at EY, we will retain your data until you have secured a position with EY. However, please note that your data will not be kept for more than 36 months after the last contact with you.

## Referees

If you provide to us any information in relation to third parties or referees, you are responsible for obtaining their consent for sending EY their information and ensuring they are aware that their details will be used by EY for the purposes of assessing your job application with us.

## Security

EY is committed to making sure that your personal information is kept secure and has implemented accepted standards of technical measures and security policies that protect the information it has under its control from unauthorized access, improper use or disclosure, unauthorized modification and unlawful destruction or accidental loss.

All EY personnel and any third parties with which EY engages to process your personal information are obliged to respect the confidentiality of your information.

## Contact us, requests or complaints

If you have any questions, wish to exercise a right, make a comment or raise a concern, please contact us at: Sofia, Bulgaria, Polygraphia Office Center, floor 4, 47A, Tsarigradsko Shose Blvd., phone number: 00359 81 77 100, email: [dpo@bg.ey.com](mailto:dpo@bg.ey.com).

Additionally, you can contact the EY recruiter directly by email or by telephone.

If you are not satisfied with how EY resolved your issue, you have the right to complain to the Bulgarian Data Protection Commission. You can also refer the matter to a court of competent jurisdiction.

Additional information on how we process your personal data can be found on [www.ey.com/privacy](http://www.ey.com/privacy).