

PRIVACY POLICY

We are committed to respect your confidentiality, in compliance with all data protection laws and regulations, including the General Data Protection Regulation (EU) 2016/679 ("GDPR").

This policy is intended to provide you with information about the personal data that we collect from you or that you provide to us and how it will be processed by us. Please read the following document carefully to understand our views and practices regarding your personal data and how we will treat it.

1. WHO WE ARE

MAGNAPHARM MARKETING & SALES ROMANIA SRL as an operator ("Company") member of the MAGNAPHARM HOLDINGS BV group, one of the largest and most dynamic groups offering integrated import, distribution, market access, marketing and medical promotion services, and services regulatory framework for pharmaceuticals. For more information on the Company's services, please visit www.magnapharm.eu

2. WHAT KIND OF PERSONAL DATA DO WE PROCESS, FOR WHAT PURPOSES AND ON THE BASIS OF WHICH BASE?

The company will collect certain information ("personal data") about identified individuals or which may lead to the identification of individuals, which are provided to us directly by the data subject (ex: name, surname, postal address, mailing address, e-mail, telephone number).

We will process personal data for the following purposes, based on the legal grounds indicated for each of them as detailed in this privacy policy.

2.1 Browsing the website. Use of cookies

When you visit our website, we use cookies to automatically collect technical information that can identify the user, such as the IP address, the type of internet browser used to browse our website, your system operation, the domain name or domain host through which the user browses the website.

The main purpose of using cookies is to help you have an improved browsing experience and for advertising purposes, so that we can provide you with individualized content tailored to your interests

and preferences. As a result, to the extent that you have agreed to the use of cookies, we will use them to provide you with a personalized and relevant browsing experience on our website and to understand how you interact with the content. our advertising.

For more information about the use of cookies on this website and the purposes for which they are used, as well as the possibilities to control and / or deactivate cookies, please see our Cookies Policy. [<https://www.magnapharm.eu/website/web/cookies>]

2.2 Answering your questions, requests or complaints

We will process your personal data, such as name, surname, e-mail address, telephone number and any other information or details that you may provide to us in the correspondence, in order to resolve and answer your questions, complaints. or your requests, depending on the communication channel through which you contact us, as described below.

Purpose

Legal basis

term

1

Provide answers to your questions, complaints or requests by e-mail or telephone.

The processing is based on a legitimate interest, allowing us to provide answers to your questions, complaints or requests.

4 years from the settlement of the request.

2.3 The recruitment process

If you choose to apply for a job through the website, as a candidate, the Company processes your personal data for the purpose of carrying out specific recruitment activities for certain vacancies within the Company.

The processing of your data for this purpose is based on the steps taken at your request for the conclusion of an employment contract. Providing your data for this purpose is voluntary. Refusal to provide data may result in the Company's inability to consider you in the recruitment process for various positions.

Purpose

Categories of processed data

Legal basis

term

1

Recruitment

The data contained in the CV, as well as in the other documents sent by the candidate, such as: name, surname, address, e-mail address, telephone number, professional experience, preferences, data on education, qualifications, etc.

Legitimate interest

During the recruitment process.

2

CV storage after the end of the recruitment process

The data contained in the CV, as well as in the other documents sent by the candidate, such as: name, surname, address, e-mail address, telephone number, professional experience, preferences, data on education, qualifications, etc.

Consent

2 years from the date you provided the data.

3. TRANSFER OF PERSONAL DATA ABROAD

In the context of the operations described above, your personal data may be transferred abroad to countries of the European Union ("EU") or the European Economic Area ("EEA").

We hereby inform you that any transfer made by the Company to an EU or EEA Member State will comply with the legal requirements set out in the GDPR.

4. HOW LONG WE STORE YOUR PERSONAL DATA

We will store your personal data only for the time necessary to achieve the processing purposes set out above, while respecting the legal requirements in force and the durations mentioned above. If, after the expiration of the established period, the Company establishes that it has a legitimate interest or a legal obligation to further process your personal data for other purposes, you will be duly informed accordingly.

We estimate that the processing activities detailed above will require the storage of personal data either for (i) the period provided by law; or (ii) an indefinite period, if permitted by applicable laws and regulations. However, in this case, we inform you that any data processing will cease upon receipt of your request, that some or all of your data will be deleted; (iii) or until the relevant purpose applicable to certain data ceases to exist.

Once the processing period indicated above expires and the Company has no legal or legitimate reasons to process your personal data, the data will be deleted in accordance with its procedures, which may involve archiving, anonymizing or destroying them.

5. DATA PROCESSING OF CHILDREN UNDER 16 YEARS OLD

All personal data processing activities presented in this Policy refer exclusively to persons who are at least 16 years old. The use of the systems as well as the results of the processing is prohibited for children who have not reached this age without the consent of their parents / legal representatives. If, despite our reasonable prevention efforts, such processing still takes place, we will stop it once we notice that the users have not reached the age mentioned above.

6. DATA PROCESSING SECURITY

The company hereby informs you that it constantly evaluates and updates the security measures implemented to ensure the safe and secure processing of personal data.

7. THE RIGHTS OF THE PERSONS CONCERNED

In the context of the processing of your personal data, you have the following rights:

Right of access to processed personal data: you have the right to obtain confirmation that your personal data are or are not processed and, if so, to have access to the type of personal data and the conditions under which they are processed , by addressing a request to that effect to the data controller;

Right to request the rectification or deletion of personal data: you can request, by requesting the data controller, the rectification of inaccurate personal data, the completion of incomplete data or the deletion of your personal data if (i) the data above are not necessary for the original purpose (and there is no new legal purpose), (ii) the legal basis for the processing is the consent of the data subject, the data subject withdraws his consent and there is no other legal basis, (iii) the data subject exercises his right to object and the controller has no legitimate reason to continue processing, (iv) the data has been processed unlawfully, (v) the deletion is necessary to comply with EU or Romanian law, or (vi) data have been collected in connection with information society services provided to children (if applicable), when specific requirements apply ice on consent;

Right to request a restriction on processing: You have the right to obtain a restriction on the processing in cases where: (i) you consider that the personal data processed are inaccurate, for a period that allows the controller to verify the accuracy of the personal data; (ii) the processing is illegal, but you do not want us to delete your personal data, but to restrict the use of such data; (iii) if the data controller no longer needs your personal data for the purposes mentioned above, but you need the data to establish, exercise or defend a right in court; or (iv) you have as opposed to processing, for the time interval in which to verify whether the legitimate grounds of the data controller prevail over the rights of the data subject;

The right to withdraw your consent to the processing, when the processing is based on the consent, but without affecting the legality of the processing activities carried out up to that point;

The right to object to the processing of data for reasons related to the particular situation you are in, when the processing is based on a legitimate interest, and to oppose, at any time, the processing of data for direct marketing purposes, including profile creation;

The right not to be subject to a decision based exclusively on automated processing, including the creation of profiles, which produces legal effects concerning the data subject or affects him or her in a similar way in a significant manner;

The right to data portability, meaning the right to receive your personal data that you have provided to the data controller in a structured, commonly used and automatically readable form, as well as the right to transfer such data to another operator, if the processing is based on your consent or the performance of a contract and is performed by automatic means;

The right to file a complaint with the Data Protection Authority (ANSPDCP) and the right to go to the competent courts.

The above rights may be exercised at any time. To exercise these rights, we encourage you to send a written request, dated and signed or in electronic format to the following address: Str. Av. Popisteanu, no. 54A, floor 7, Building 2, Expo Business Park, Sector 1, postal code 012095 or by e-mail at: dpo@magnapharm.eu

8. CHANGES TO THIS POLICY

This Privacy Policy may be subject to change from time to time and may be updated by the Company as necessary. The Company will notify you of any material or substantial changes to this Privacy Policy and will ensure that such notification is made in a manner that ensures that you become aware of them, for example by using the e-mail address on which you have provided to us, or any appropriate means to ensure effective communication.

9. CONTACT

You can ask any question regarding this document to the Data Protection Officer, who can be contacted using the following address: dpo@magnapharm.eu

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