

Betfair Romania Development SRL

v.01.10.2025

INFORMATION NOTE FOR RECRUITMENT PURPOSES

We hereby wish to inform you about the processing of your personal data by **BETFAIR ROMANIA DEVELOPMENT S.R.L.** and about the rights you have according to Regulation (EU) no. 679/2016 – General Data Protection Regulation (GDPR), of the Law implementing the GDPR provisions and the decisions issued by the National Supervisory Authority for the Protection of Personal Data (ANSPDCP) regarding the protection of personal data.

We process your personal data collected during the recruitment process strictly for the purpose of the efficient running of this process and in the event that we enter into an employee-employer contractual relationship.

BETFAIR ROMANIA DEVELOPMENT S.R.L. processes the personal data provided by you, with a view to your possible employment within our company, for the following purposes:

Processing	Purpose of processing	Legal basis
Recruitment	Recruitment management	Pre-contractual measures for the conclusion of CIM (Employment Contract) The company's legitimate interest in conducting an internal evaluation of the candidate
	Retention of the CV for a certain period of time	Consent obtained after the communication of the decision regarding the role

The personal data processed in the context of our relationship with you are:

Categories of personal data	Personal data
Identification of the candidate	Identity data: name, surname, photo, sex, date and place of birth, nationality, professional coordinates. Contact details: email address, phone number. Data from reports received as a result of checks carried out in the recruitment process: national and/or international sanctions, politically exposed persons, adverse media appearances. Data from your criminal record, when this document is required.
Career information	Data related to the professional situation: current job and/or previous jobs, previous employment history, positions held, type of previously concluded employment contracts.
	Candidate's professional history: data on completed studies and data on previous employment history, professional skills, any other information that is required by law specifically for filling the available position.
	Education: copies of diplomas, transcripts, diploma supplement, student certificate, certificates, attestations, languages known, details of various courses taken.
	Work permits: work and/or residence permit in the European Union / European Economic Area (EEA) if applicable.

What we do with them:

Betfair Romania Development SRL

Your personal data are processed within the company BETFAIR ROMANIA DEVELOPMENT S.R.L. with headquarters in Bdv. 21 Decembrie 1989, no. 77, buildings A-F, et. 4, Municipality of Cluj-Napoca, District Cluj, Romania. The hosting and storage of your data takes place at our headquarters in secure cabinets, at Microsoft, a company that offers Office 365 solutions and that has hosting in Ireland, as well as at FlutterBe, DevSkiller and Beamery, companies that offer Human Resources and/or recruitment services and that have hosting in EU data centers. Employees of companies in the Flutter group can also access personal data from Office 365, DevSkiller, Beamery and FlutterBe.

If you participate in an interview at our headquarters, your personal data is shared with PP Protect, which acts as an authorized person for the operation of the CCTV cameras installed in the corridors of the BETFAIR ROMÂNIA DEVELOPMENT SRL headquarters.

As part of the recruitment and selection process, your data is shared with Sterling for checks, including national and/or international sanctions, politically exposed persons, and adverse media appearances.

At the same time, your personal data is also shared with companies within the Flutter group that act as associated operators for the reports necessary for recruitment and personnel management.

How long do we keep your personal data?

The personal data collected for your possible employment within our company are kept for a period of 3 years, according to our internal data retention policies. Personal data captured by the CCTV system is kept for 30 days according to the institution's legitimate interest in protecting its assets and employees. After these terms have passed, your personal data will be anonymized or destroyed.

It is possible that, through the CV, you have voluntarily transferred to us, without us requesting through the job advertisement, a series of personal data such as hobbies, political affiliation, religious beliefs, family situation, etc. This data is not necessary for us in the recruitment process and accordingly, we will disregard it and will not use it for any evaluation, selection or any other purpose. At your request we can delete this data (CV or application form as the case may be) and you can resend us the necessary documents that do not contain the data as specified above.

If you have been selected to fill the available position and have accepted our employment offer, we have the legal obligation to retain your personal data collected as well as the documents submitted during the recruitment process for the creation of the employment file and the conclusion of the individual employment contract.

In the situation where you participated in at least one interview and were not selected for the available position, we will store your personal data for a period of 3 years from the end of the recruitment process, this being the limitation period for the right to notify a act of discrimination in the recruitment process in accordance with O.G. 137/2000 – on the prevention and sanctioning of all forms of discrimination.

What are your rights?

If you have reason to believe that any personal data we hold about you is incorrect or incomplete, you have the right to request to see this information, have it rectified or have it deleted, request restriction of processing or object to processing, and you also have the right to portability of personal data. To exercise these rights, please contact us at dp@flutter.com.

If you wish to make a complaint about how we have processed your personal data, please contact our Data Protection Officer at the following email address dp@flutter.com. The Data Protection Officer will contact you to resolve the issue raised.

You can also contact the National Authority for the Supervision of Personal Data Processing at www.dataprotection.ro and file a complaint.

This document is part of the Flutter Candidate Data Protection Notice, available on the company's [website](http://betfairromania.ro) (betfairromania.ro), Privacy Policy section. If there are any contrary provisions, the provisions of the present document will apply.