

PRIVACY NOTICE FOR JOB APPLICANTS

Falcon Tactical Range Club Silah Eğitim ve Güvenlik Hizmetleri Limited Şirketi (the “Company”), acting as the data controller pursuant to Law No. 6698 on the Protection of Personal Data (“KVKK”), processes the personal data obtained in connection with your job application as described below.

DATA CONTROLLER

Your personal data are processed by Falcon Tactical Range Club Silah Eğitim ve Güvenlik Hizmetleri Limited Şirketi in its capacity as the data controller.

Address: Merkez Mahallesi Begonvil Sokak Nef 03 A ve B Blok 1/1I Kağıthane/İstanbul

Email: kvkk@falconrangeclub.com

CATEGORIES OF PERSONAL DATA PROCESSED

For the purposes of evaluating your job application and conducting recruitment processes, the following categories of personal data may be processed, depending on the content of your application and the nature of the position for which you are applying:

Identity Information: First name, surname, Turkish Republic identification number, date of birth, place of birth, and any other identity-related information included in your curriculum vitae.

Contact Information: Telephone number, email address, residential address or correspondence address.

Professional Experience Information: Curriculum vitae, educational background, diploma and certificate information, foreign language proficiency, professional qualifications, work experience, reference information, and training programmes, courses and seminars attended.

Visual Information: Your photograph, if included in your curriculum vitae, and a video recording of your interview if the interview is conducted using video communication tools.

Job Application and Assessment Information: The position for which you are applying, your salary expectations, your proposed employment start date, interview notes, competency assessments, reference check results and other assessment records relating to the recruitment process.

Legal Proceedings Information: Correspondence with competent institutions or organisations, information and documents generated in connection with dispute resolution processes, and records necessary to fulfil obligations arising under applicable legislation.

PURPOSES OF PROCESSING PERSONAL DATA

Your personal data may be processed for the following purposes:

Receiving, registering, reviewing and evaluating your job application; assessing your qualifications, experience and competencies in relation to the position for which you are applying; planning and conducting interviews, examinations, assessment inventories, reference checks and similar recruitment processes; communicating with you; identifying suitable positions and making you an offer; creating records relating to recruitment processes; concluding the application process; preventing or resolving legal disputes; fulfilling the Company's legal obligations; and responding to requests for information and documents from authorised persons, institutions and organisations.

If your job application is unsuccessful and you provide explicit consent to the retention of your curriculum vitae for suitable positions that may become available in the future, your personal data may be processed solely for this purpose and for the period specified in your explicit consent. Your decision not to provide such consent will not affect the evaluation of your current job application.

LEGAL GROUNDS FOR PROCESSING PERSONAL DATA

Your personal data are processed for the purposes of receiving and evaluating your job application, conducting the application process and, if you are considered suitable, taking the steps necessary to enter into an employment contract, on the legal grounds set out in Article 5, paragraph 2 of Law No. 6698, namely, processing being “directly related to the conclusion of a contract” and processing being “necessary for the legitimate interests of the data controller”; and, where necessary, on the legal grounds of processing being “expressly provided for by law”, being necessary for “the data controller to fulfil its legal obligation”, and being necessary for “the establishment, exercise or protection of a right”.

METHODS OF COLLECTING PERSONAL DATA

Your personal data may be collected orally, in writing or electronically through the careers page, email, telephone, physical application forms, online application platforms, career portals, professional social networks, job interviews, reference contacts, and documents and information provided by you as part of your application, by wholly or partly automated means or by non-automated means, provided that such processing forms part of a data filing system.

If you share information relating to reference contacts with the Company, you acknowledge that you have provided the relevant individuals with the necessary information regarding the sharing of their contact details and that the necessary conditions have been met.

TRANSFER OF PERSONAL DATA

For the purposes specified above and subject to the processing conditions prescribed by the KVKK, your personal data may be transferred, to the extent necessary, to the following categories of recipients:

The Company's legal, audit and management departments; reference contacts where reference checks are required; lawyers, advisers and competent authorities for the conduct of legal proceedings; and legally authorised public institutions and organisations and judicial authorities.

If a transfer of personal data abroad is contemplated, such transfer will take place only if the conditions prescribed by the KVKK for transfers abroad are satisfied.

RETENTION PERIOD FOR PERSONAL DATA

Your personal data are retained for the period necessary to conduct the job application and recruitment process. If your application is unsuccessful, your personal data are retained with due regard to the periods specified in the Company's retention and destruction policies and the limitation periods applicable to potential disputes; upon expiry of those periods, the data are erased, destroyed or anonymised.

If you provide explicit consent for positions that may become available in the future, your personal data are retained in the candidate pool for the period specified in your explicit consent. Upon expiry of that period or withdrawal of your explicit consent, your data are erased, destroyed or anonymised, provided that there is no other legal ground requiring their retention.

RIGHTS OF THE DATA SUBJECT

Pursuant to Article 11 of the KVKK, you have the right, by applying to the Company, to learn whether personal data relating to you are being processed; to request information about such processing if your personal data have been processed; to learn the purpose of processing and whether the data are being used in accordance with that purpose; to know the third parties to whom your personal data have been transferred; to request the rectification of incomplete or inaccurately processed data; to request the erasure or destruction of data where the statutory conditions are met; to request that rectification, erasure or destruction be notified to third parties to whom the data have been transferred; to object to an adverse outcome arising from automated systems; and to claim compensation if you suffer damage as a result of unlawful processing.

APPLICATION PROCEDURE

You may submit requests concerning your rights under the KVKK, together with documents verifying your identity, in writing to Merkez Mahallesi Begonvil Sokak Nef 03 A ve B Blok 1/1I Kağıthane/İstanbul; or to kvkk@falconrangeclub.com using your registered electronic mail address, secure electronic signature, mobile signature or email address registered in the Company's system.

Your application must include your first name and surname; your Turkish Republic identification number if you are a Turkish citizen, or your nationality and passport or identification number if you are a foreign national; your residential or business address for service of notices; your email address and telephone number for notifications, if any; the subject matter of your request; and, for written applications, your signature.

The Company will respond to your applications free of charge as soon as possible, depending on the nature of the request, and in any event within thirty days. If the procedure entails an additional cost, a fee prescribed by the applicable legislation may be charged.