

PRIVACY NOTICE FOR RETAINING JOB APPLICANTS' DETAILS FOR FUTURE OPENINGS

This Privacy Notice explains how we collect, use, and share your personal data in accordance with the General Data Protection Regulation (GDPR) when you apply for a job with us, and we retain your personal data for future job openings.

WHO WE ARE

We are Texmo Group, global organisation, originating in India in 1956. Our registered office is at P.O. Box: 5303, Mettupalayam Road, Coimbatore - 641 029, Tamil Nadu, India. We are the data controller for the purposes of GDPR (General Data Protection Regulation) and are responsible for your personal data.

HOW WE COLLECT YOUR PERSONAL DATA

We collect personal data about you when you:

- Apply for a job with us through our website, email, or any other means
- Provide us with your personal data during the job application process
- Consent to us retaining your personal data for future job openings

The types of personal data we may collect include your name, email address, telephone number, postal address, CV or resume, cover letter, and any other information you provide to us.

HOW WE USE YOUR PERSONAL DATA

We use your personal data for the following purposes:

- To assess your suitability for the job you have applied for
- To contact you about your job application and any future job openings that may be of interest to you
- To comply with any legal obligations that we have

We will only use your personal data for the purposes for which we collected it, unless we reasonably consider that we need to use it for another reason and that reason is compatible with the original purpose.

COMMUNICATIONS

By contacting and applying for position at Texmo Group, candidates voluntarily agree to receive communications from us about our latest job openings via email or SMS. As a result, the candidate, at a later stage, can neither object nor dispute Texmo Industries for sending them such communications or information. If you have any questions, concerns or grievances, please contact Purushotham Kausik at +91 422 661 0300

LEGAL BASIS FOR PROCESSING YOUR PERSONAL DATA

We will only process your personal data where we have a legal basis to do so. The legal bases for processing your personal data are:

- Your consent to us retaining your personal data for future job openings
- Legitimate interests to assess your suitability for the job you have applied for and to contact you about any future job openings that may be of interest to you

SHARING YOUR PERSONAL DATA

We may share your personal data with third parties, including:

Our service providers who process your personal data on our behalf (e.g. recruitment agencies, background check providers)

Law enforcement agencies, regulators, or other government authorities if required by law. We will only share your personal data where it is necessary to do so and where we have a legal basis to do so.

RETAINING YOUR PERSONAL DATA

We will retain your personal data for a period of one (01) year from the date of your job application. After this period, we will securely delete your personal data, unless you have consented to us retaining your personal data for future job openings.

If you have consented to us retaining your personal data for future job openings, we will retain your personal data for a maximum period of one (01) year from the date of your job application. After this period, we will securely delete your personal data, unless you have consented to us retaining your personal data for a further period.

YOUR RIGHTS

Under the GDPR, you have the following rights in relation to your personal data:

- The right to access your personal data
- The right to rectify any inaccurate or incomplete personal data
- The right to erasure of your personal data (also known as the "right to be forgotten")
- The right to withdraw consent (if you have provided it)

If you wish to exercise any of these rights, please contact us at the below given address or contact our grievance officer.

CONTACT US

If you have any questions or concerns about how we use your personal data, or if you wish to exercise your rights, please contact Purushotham Kausik at +91 422 661 0300

CHANGES TO THIS PRIVACY NOTICE

We may update this Privacy Notice from time to time. The latest version will always be available on our website.