

# PRIVACY NOTICE UNDER GDPR

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## Introduction

The present notice contains information in accordance with article 13 of the General Data Protection Regulation (Regulation EU 2016/679 – GDPR), regarding the processing of your personal data. For any queries or assistance please contact us.

## Identity of the Data Controller

Data Controller may be the following company: Navios Tankers Management Inc. The Data Controller takes all necessary organizational and technical measures to secure your personal data and protect your rights in line with the GDPR. For more information on this topic, please ask for our Privacy Policy by emailing us at [dpo@navios.com](mailto:dpo@navios.com) or read our Web-site Policy in Company's web-site.

## Contact details of the Data Protection Team

The Data Controller has appointed a Data Protection Officer (DPO) with the responsibilities and duties described in the GDPR, who can be contacted through email at [dpo@navios.com](mailto:dpo@navios.com).

## What information do we collect about you?

We collect personal data and keep them in electronic or hardcopy records and we use a combination of working practices and technology to ensure that your information is kept confidential and secure. Records which we hold about you include among others the following information:

- Details about you such as name/surname date of birth, family status, address, telephone number, ID, Passport, Social Security Number, contact and emergency contact details etc.
- CV's details such as application forms and references, education, working experience, correspondence with or about you.
- Degrees, diplomas.

## Why do we collect this information?

We use your personal data for the following purposes:

- Managing your job application
- Advising you on job opportunities within the Navios Group
- Informing or updating you about news, events, activities and services relating to Navios Group

The collection of your personal data is required for purposes of evaluating your job application and maintaining appropriate records with a view of future collaboration. In case you refuse to grant your consent to the processing of your personal data, as required below, we will not be able to use your personal data and to examine your job application or other communications that you may address to us. The processing of your personal data does not include automated decision-making or profiling, as referred to in article 22 (1) and (4) of the GDPR.



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### Who might we share your information with?

We apply strict security rules regarding the processing of personal data and third parties' access to our records and files. We only share your data when this is necessary to conduct our business or to discharge an obligation imposed by law.

We may share your information with:

- companies within the Navios Companies (as described above) for purposes of processing your job application
- our service providers, agents and brokers (including their sub-contractors) or third parties which process information on our behalf

In limited and necessary circumstances, your information may be transferred to a third country for which no decision pursuant to article 45(3) of the GDPR exists. In such cases we have in place safeguards including appropriate contractual clauses and data processing contracts, to ensure the security of your data.

### What is our legal basis for processing your personal data?

For processing to be lawful under the GDPR, we identify a lawful basis before we can process your personal data. In this case, the legal basis for the data processing effected by us is the grant of your explicit consent to the processing.

### How long will your information be held?

Our data retention policy dictates that any personal data should be kept for no longer than reasonably necessary. For more information on this topic please ask for our Privacy Policy (section Data Retention), by emailing us at [dpo@navios.com](mailto:dpo@navios.com)

### What are your rights?

Unless subject to an exemption, you have the following rights with respect to your personal data:

- The right to request access to and rectification or erasure of your personal data;
- The right to restrict processing, to object to processing as well as in certain circumstances to exercise the right of data portability;
- The right to withdraw your consent to the processing at any time;
- The right to lodge a complaint to the Data Protection Authority.

### How to make a complaint

If you are unhappy with the way your personal data has been processed, you may contact us using the contact details above.

### Contact us:

Any requests or objections should be made in writing to [dpo@navios.com](mailto:dpo@navios.com)



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By ticking the box, you are confirming that you have read the Privacy Notice and that you are consenting to the processing of your personal data for purposes described above. Please note you can withdraw your consent to all or any one of the above purposes at any time by contacting us. Please note that all processing of your personal data will cease once you have withdrawn consent but this will not affect any personal data that has already been processed prior to this point.

