

WATERNET PDP LAW EMPLOYEE INFORMATION TEXT

By the Law No. 6698 on the Protection of Personal Data (PDP Law), which came into effect on April 7, 2016;

We may request and collect certain personal information from you during job interviews and the recruitment process. This information may be recorded, stored, maintained, shared with authorized institutions as required by law, transferred to domestic or foreign third parties as permitted by the Personal Data Protection (PDP Law) regulations, classified, processed, and rearranged according to the PDP Law and our Destruction Policy. If the conditions specified in the PDP Law and Destruction Policy are met, your personal information may be destroyed, deleted, or anonymized.

PROCESSED PERSONAL DATA

Your personal data and explanations that may be processed during job applications, recruitment, and subsequent employment processes as an employee are as follows;

Identity Information	Name-surname, all identity information, nationality, marital status, place and date of birth, Turkish Republic ID number, gender, signature information, SGK (Social Security Institution) number
Contact Information	Phone number, contact information of the backup person in case of emergency, address information, email address
Education Information	Educational background, certificate courses, and seminar information, foreign language proficiency, training received during employment, performance information, diploma information, resume
Financial Information	Financial and salary details, premium list, execution follow-up and debt information, bank details, minimum living allowance information
Visual Data	Photograph, camera recording images
Audio Data	Voice recordings
Special Category Personal Data	Disability status, health reports, health declaration form, pregnancy information, occupational disease records, entry medical examination form, daily patient complaints, chest X-ray, hearing test, eye examination, blood type information, criminal record, religion information in the old ID card, blood type information in the driver's license
Employment Data	Personnel number, position name, department and unit, title, date of last employment, employment start and end dates, social security number, flexible working hours status, travel status, number of working days, projects worked on, total monthly overtime information, seniority compensation base

date, seniority compensation additional days, days spent on strike, employee internet access logs, login/logout logs

Leave Data

Seniority compensation base date, seniority compensation additional days, leave group, departure/return date, reasons for leave, address/phone during leave.

Other

Military service status, performance information, family notification information, names of dependents, signature statement

PURPOSES OF PROCESSING EMPLOYEE PERSONAL DATA

- Completion of the recruitment process
- Determination of compliance with the department to be worked in and suitability for the assigned task
- Ensuring company and customer security
- Training and performance evaluations of employees
- Data processing activities in accordance with employees' internal and external interests (e.g., employment rights, transportation, individual retirement, private health insurance, etc.).
- Execution of financial processes (salary, premium, etc.)
- Use for legitimate interests of the Company, provided that it does not contradict laws and the fundamental rights and interests of individuals
- Legal compliance reasons
- Domestic and international training, assignment, inspection, etc., business requirements

Personal data recorded will be stored in compliance with laws and regulations and will be kept for the maximum period required by the relevant legislation or for the purpose for which they were processed and, in any case, for the statutory limitation periods.

SHARING EMPLOYEE PERSONAL DATA WITH THIRD PARTIES

As Waternet Water Services, personal data may be shared with public institutions and organizations, insurance companies, health institutions, financial institutions (banks, etc.), meal, car rental, operator companies, etc., without being limited to those listed, to fulfill legal obligations and obligations towards relevant parties (Customers, Suppliers, Employees, etc.).

YOUR RIGHTS UNDER ARTICLE 11 OF PDP LAW

As an employee of Waternet Water Services, you have the following rights under Article 11 of the PDP Law;

- To learn whether your employer processes your personal data and to request information,
- To ask about the purpose of processing your personal data and whether they are used for a purpose compliant with the PDP Law,
- To learn whether your personal data are transferred domestically or internationally and to whom they are transferred if transferred.

You have the right to correct your personal data if they are incorrect or incomplete and to ensure their transmission. Additionally;

- You can request the deletion (erasure) of your personal data following the Article 7 of the PDP Law and the applicable conditions and request the deletion (erasure) of your personal data from the parties to whom it has been transferred.
- You can request compensation if you suffer damages due to the unlawful processing of your personal data.

For matters regarding processing your personal data, you need to fill out the application form on the Company's website (<https://www.waternet.com.tr/en/kvkk>) and submit it to the Company as specified in the form. Waternet will conclude the relevant request within thirty days at the latest, free of charge, depending on the suitability and nature of the request. If the response process entails additional costs, Waternet may charge a fee in accordance with the relevant legislation.

EXCEPTIONS TO THE RIGHT OF APPLICATION

Under Article 28 of the Personal Data Protection Law, data subjects will not be able to claim their rights in the following cases;

- Processing of personal data for purposes such as research, planning, and statistics by making them anonymous with official statistics
- Processing of personal data within the scope of preventive, protective, and intelligence activities conducted by public institutions and organizations authorized by law to ensure national defense, national security, public security, public order, and economic security, provided that it does not violate the privacy of private life or personal rights or does not constitute a crime
- Processing of personal data by judicial authorities or enforcement authorities for

investigation, prosecution, trial, or execution proceedings

- Processing of personal data by public institutions and organizations or professional organizations with public institution status for inspection, regulation, disciplinary investigation, and prosecution for the protection of state economic and financial interests regarding budget, tax, and financial matters

CONTACT INFORMATION

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