

TATA Consultancy Services (TCS) Hungary Data Protection Policy

At TCS Hungary your privacy is important and we are committed to protecting your personal data. We hope that this Policy helps you understand what kind of data we collect at this site and how we handle and use any such data after collection.

By submitting your personal data you consent to the collection, transfer and control of your personal data as set out in this Data Protection Policy. Your consent is considered as the legal basis for managing your personal data. Your consent is voluntary.

You expressly represent and warrant that the information you provide with TCS Hungary is correct to your best knowledge and that you have the right to disclose such information to TCS Hungary to be used in connection with TCS Hungary's recruitment related activities in a manner and for the purposes outlined in this Data Protection Policy.

Information on handling of personal data in TCS Hungary's Recruitment System

We ensure that the data you supply to us is processed fairly and lawfully, and used only for the purposes set out in this Policy.

Personal Data

Personal Data is any data that can identify you or be referred to you as an individual. We will collect personal data about you, as your Name, Date of Birth, Nationality, Education, Spoken Languages, Email address, Mobile phone number and Country. In case you provide sensitive personal data about you (e.g., you provide a sensitive information in your CV) we will process this information until you request us to delete this sensitive personal data.

Sensitive information may be collected only if legal regulation makes it obligatory or you specifically agree in writing.

Controller of Personal Data

Your personal data is handled by TCS Hungary and its contracted partners.

Company: TATA Consultancy Services
Hungarian Branch Office of TATA Consultancy Services Limited
Address: Hungary, 1117 Budapest, Irinyi Jozsef u. 4-20. B.

Purpose of Processing of the personal data

Human Resources Purposes Include: Identifying and evaluating candidates for TCS Hungary's open positions; maintaining appropriate record-keeping related to hiring practices; analyzing the hiring process and outcomes; fulfilment of legal obligations in connection with the employment, conducting background investigations, where permitted by law (the "Purposes").

If TCS Hungary processes your Personal Data for purposes that go beyond the Purposes described above. TCS Hungary will ensure that you are informed of the new purposes for which your Personal Data are to be used, and the categories of recipients of your Personal Data.

Your Data will be accessed and processed by individuals who are involved in the hiring process for TCS Hungary.

Your CV will be processed by TCS Hungary to find candidates for vacancies mainly by computerized methods. TCS Hungary cannot give any guarantee that this processing will identify all suitable candidates for a given vacancy. If you want to ensure that you are considered for a posted vacancy, you should enter an application for that specific position. If your CV is selected, identifying you as a possible candidate for a given vacancy, your personal data from the CV will be further handled in accordance with the terms above.

TCS Hungary may periodically collect further information with your consent or in accordance with applicable laws. For example, TCS Hungary may collect your feedback and opinions (e.g., surveys) for business purposes, such as improving processes. You may respond to these surveys voluntarily or may elect not to respond and will not suffer reprisals for your decision. These Standards will be applicable to any further information collected including any responses to such surveys.

From time to time we may seek your consent to process, use or disclose your information for any other purpose not listed above.

Data Transfer

TCS Hungary does not disclose your personal data to unauthorized third parties. However, as a global corporation consisting of multiple affiliated companies in various countries, TATA Consultancy Services has international sites and TATA Consultancy Services uses resources located throughout the world. TCS Hungary may from time to time also use third parties to act on TATA Consultancy Services 's behalf as data processors. If you request it, we will give you information about the data processors and their service provided to TATA Consultancy Services. You agree to the fact that to the extent necessary your personal data may be transferred and/or disclosed to any company within TATA Consultancy Services group of companies as well as to third parties acting on TATA Consultancy Services 's behalf, including also transfers to servers and databases outside the country where you provided TATA Consultancy Services with your personal data. Such transfers may include for example transfers and/or disclosures outside the European Economic Area.

How long will we hold your information for?

Personal data is not stored for longer than necessary for the Purpose for which it was originally collected.

We will use reasonable endeavors to ensure that your Personal Data is maintained and up to date. However, you are under a duty to inform us of any and all changes to your Personal Data to ensure that it is up to date and we will update or delete your Personal Data accordingly.

If you want TCS Hungary to change your information please log-in to your candidate profile and make changes. If you want TCS Hungary to remove it from the database entirely, please contact

TATA Consultancy Services Hungary
Address: Hungary, 1117 Budapest, Irinyi Jozsef u. 4-20. B.
E-mail: hungary.marketing@tcs.com

Technical Information

When you visit this Site, we may collect technical information that does not, by itself, identify you. This information may include, for example, your IP (Internet Protocol) address, which pages you visit on this Site, other pages you visit on the Web, and which browser you used to view this Site, from which page you were directed to our site. This technical data is used to measure and improve the effectiveness of this Site, to help diagnose problems with our server, to administer this Site, to see where Site traffic is coming from and to identify our users. We may also collect other non-personally identifiable information via this Site, such as Site usage activity and preferences, also known as demographic or profile data.

Cookies

A cookie is a small data file which is sent from a web server to a web browser when that browser visits the server's site.

Cookies are used on our website to remember your login to track web traffic on an aggregate basis (i.e. no individuals are identified), to track campaigns and to keep session information such as your last search. Most browsers allow you to turn off cookies. However, switching off cookies will likely restrict your use of our website.

Equipment and Information Security

To safeguard against unauthorized access to Personal Data by third parties outside TCS Hungary, all electronic Personal Data held by TCS Hungary are maintained on systems that are protected by secure network architectures that contain firewalls and intrusion detection devices. The servers holding Personal Data are "backed up" (i.e., the data are recorded on separate media) on a regular basis to avoid the consequences of any inadvertent erasure or destruction of data. The servers are stored in facilities with comprehensive security and fire detection and response systems.

Change to our Privacy Policy

Any changes to this Privacy Policy will be posted on this website. If at any time we decide to use Personal Data in a manner significantly different from that stated in this Privacy Policy, or otherwise disclosed to you at the time it was collected, we will notify you by email, and you will have a choice as to whether or not we use your information in the new manner.

TCS Hungary Web site may contain links to other sites such as TATA Consultancy Services partners and affiliates. While we try to link only to sites that share our high standards and respect for privacy, we are not responsible for the content or the privacy practices employed by other sites.

The rights and remedies in connection with the data processing

You may request information about the processing of your data, you may request the correction and deletion of your data.

The data controller gives the requested information within the shortest period of time following the receipt of the request. The request to information shall be sent to the following name and address:

TATA Consultancy Services Hungary
Address: Hungary, 1117 Budapest, Irinyi Jozsef u. 4-20. B.

E-mail: hungary.marketing@tcs.com

You have to send your complaints in connection with the processing of your data primarily to the data controller. The data controller investigates your complaint within the shortest period of time and give you response.

In case you are unsatisfied with the reply you received to your complaint, you may turn to the Hungarian National Authority for Data Protection and Freedom of Information (seat: 1125 Budapest, Szilágyi Erzsébet fasor 22/c., www.naih.hu, e-mail: ugyfelszolgalat@naih.hu, phone: + 36 1 391 1400.)

In case your rights are injured you may turn to the court against the data controller. The suit may be initiated before the competent county court based on your address or place of residence.

This Data Protection Policy of "www.mytcscareer.com" has been posted and is effective as of 01. July 2017.