

Privacy Policy (Malta)

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Privacy policy for individuals applying for a job at Mr Green

Introduction and contact details

In this privacy policy, we explain how it is ensured that your personal data is processed in a responsible manner and in accordance with applicable data protection legislation when you are applying for a job at Mr Green.

The policy is designed to help you understand what data we collect, why we collect it, and how we use it in connection with you using our services. This is important; we hope you will take time to read it carefully.

Mr Green Ltd is the data controller and thereby responsible for the processing of your personal data carried out by us or on our behalf. If you have any questions regarding the processing, you are welcome to contact our Data Protection Officer: dpo@mrgreen.com.

What personal data do we process?

Personal data is all information that may be associated with you as an individual. We process the following personal data during the customer relationship:

- Name and contact details
- CV and application letter
- Results from case study tests and information obtained in connection with interviews or from references you have provided to us.
- A copy of your passport/ID card
- If an offer of employment is made, then we will request that you obtain and provide us with a copy of your police conduct certificate (criminal record) from the Malta Police Force. Once we have viewed this we will mark our records that this has been satisfied and delete the certificate from our systems. In case you have any remarks in your criminal record, we cannot offer you an employment at Mr Green.
- For any roles within (i) the Anti-Money Laundering, Customer Due Diligence or Responsible Gaming teams which are either senior roles or have enhanced privileges, (ii) any director level roles, or (iii) any roles designated as “key function” by the Malta Gaming Authority, we will also carry out a background check – this is in line with our regulatory obligations.
- Credit report (if appropriate/necessary or if you have given your consent).

For what purposes do we process your personal data?

We use the personal data listed above for the purpose of:

- Reviewing your application for the specific position you have applied for and other positions that we consider appropriate for you, based on the information you have provided to us.
- Complying with the licence requirements (which stipulates that in order to work in the gaming industry you may not have any remarks in your criminal record).
- Fulfilling our legal obligations and defending our company in case of any legal claims.

Legal basis for our processing

Our processing is based on the balancing of interests. This means that we have a legitimate interest to process your data in connection with our recruitment (both for the position you have applied for and for other positions) and we do that in a way that does not interfere with your privacy.

For certain roles, as outlined above, we are legally required to conduct background checks. In these instances, your personal data will be processed in accordance with our legal obligations.

If we were to perform any processing of data that would require your consent, such as requesting you to provide a credit report, we would obtain such consent from you in connection with the specific processing activity.

To whom do we disclose the personal data?

Your data may be shared within the Mr Green group for the purpose of recruitment and to external parties assisting us in our recruitment (such as recruitment agencies, IT system providers). We may also disclose your data to authorities, if required by law, regulation or administrative decisions.

If we transfer your data to external parties outside of the EU/EEA, we ensure that there is a legal basis for the transfer, e.g. by including the EU Commission's standard contractual clauses for data transfers (which are available at the EU Commission's website) in our agreements with the parties accessing personal data.

For how long do we store your personal data?

If your application results in you becoming a Mr Green employee, all data (except such data necessary for the employment relationship) is erased. If you are not offered the specific position you applied for, we will save your data for 6 months for recruitment purposes and see if we can find another position suitable for your profile.

If you apply for an open position or send in your application spontaneously and/or apply for an open position, your application/personal data is stored for 2 years in order for us to review your application and see if we can find a position suitable for your profile.

Your rights under applicable data protection legislation

According to applicable data protection legislation, you are entitled to the following rights in connection with our processing of your personal data:

- Right to access, i.e. a right to receive information about what data we process about you and a copy of the personal data being processed.
- Right to rectification, i.e. a right to have incorrect information corrected.
- Right to erasure, i.e. have your data deleted.
- Right to restriction of processing, i.e. a right to request that our processing is restricted, e.g. if you contest the accuracy of the personal data we are processing.
- Right to data portability, i.e. a right to request that your personal data is being transferred from us to another company.
- Right to object to our processing of your personal data.
- Right to withdraw your consent, a withdrawal will however not affect the lawfulness of processing based on your consent before its withdrawal.
- Right to lodge a complaint with a supervisory authority if you consider that our processing does not comply with the applicable data protection legislation.

Some of the rights above are only applicable in certain situations. In case you would like to exercise any of your rights, please contact us via the contact details above.

Changes of this privacy policy

This policy may be adjusted from time to time. You will always find the most recent version of this policy on our website. If we make any significant changes to the policy we will notify you of such changes, either by email and/or by adding information about the changes on our website, before any changes come into effect.