	EMPLOYEE CANDIDATE DISCLOSURE TEXT	Document No:	KVK.F007
		Effective Date:	01.10.2021
		Revision No:	03
		Revision Date:	02.01.2025
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This Disclosure Text has been prepared by VBT Yazılım A.Ş. (“Company”), the Data Controller residing at QUICK TOWER, İçerenköy Mh. Umut Sk. No:10-12 K:13 D:57-60 PK:34752 Ataşehir/İstanbul, in order to inform employee candidates and to fulfil the Disclosure Obligation within the scope of the Personal Data Protection Law No. 6698 (KVKK) and other relevant legislation.

Our Company's Policies and Disclosure Texts regarding the Protection of Personal data are available at [VBT Software - Ethical Principles and Policies](#)

1. PERSONAL DATA COLLECTION METHODS AND LEGAL REASONS

Your personal data specified below, are collected in accordance with the relevant legislation through the following methods;

- By E-mail
- Written Form


and processed for the following legal reasons;

Legal Reason	Data Category
The processing of personal data of the parties to a contract is necessary, provided that it is directly related to the establishment or performance of a contract.	Identity, Communication, Personnel Information, Professional Experience, Finance, Visual and Audio Records
In case of negative results of the meeting, with the condition of explicit consent	Identity, Communication, Personnel Information, Professional Experience, Finance, Visual and Audio Records

2. PERSONAL DATA PROCESSING PURPOSES

Your personal data will be processed by the Company for the following purposes within the scope of the personal data processing conditions and purposes specified in Articles 5 and 6 of the “KVKK”:

Processing Purpose	Data Category
Conducting Candidate Employee/Intern Selection and Placement Processes	Identity, Communication, Personnel Information, Professional Experience, Finance, Visual and Audio Records
Conducting Communication Activities	Identity, Communication, Personnel Information, Professional Experience, Finance, Visual and Audio Records
Manage Employee Candidate Application Process	Identity, Communication, Personnel Information, Professional Experience, Finance, Visual and Audio Records
Carrying out storage and archive activities	Identity, Communication, Personnel Information, Professional Experience, Finance, Visual and Audio Records

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3. TO WHOM AND FOR WHAT PURPOSE CAN YOUR PERSONAL DATA BE TRANSFERRED

Your personal data is not shared with any third party within the framework of the personal data processing conditions and purposes specified in Articles 8 and 9 of the “KVKK”.

4. YOUR RIGHTS AS A PERSONAL DATA OWNER

Within the scope of Article 11 of the Personal Data Protection Law No. 6698 (“KVKK”), persons whose Personal Data is collected have the right to apply to our Company for the following matters:

- To learn whether their personal data has been processed,
- To request information about their personal data if it has been processed,
- To learn the purpose of processing their personal data and whether it is used in accordance with its purpose,
- To know the third parties to whom their personal data has been transferred domestically or abroad,
- To request correction of their personal data if it has been processed incompletely or incorrectly,
- To request the deletion or destruction of their personal data within the framework of the conditions stipulated in Article 7 of the Law,
- To request that the transactions made pursuant to subparagraphs (d) and (e) of Article 11 of the Law be notified to third parties to whom their personal data has been transferred,
- To object to the emergence of a result against the person by analysing the processed data exclusively through automated systems,
- To request compensation for the damages incurred due to the processing of their personal data in violation of the “KVKK”.

As the relevant Person, you can submit your applications regarding your rights listed above

by filling out the Application Form on our website [VBT Software - Ethical Principles and Policies](#) by using the methods specified in the application form.

Depending on the nature of your request, your applications will be finalized free of charge as soon as possible and within thirty days at the latest; however, if the transaction requires an additional cost, you may be charged a fee according to the tariff determined by the Personal Data Protection Board.