

Explicit Consent Text for Employees

Dear Employee,

According to the Law on the Protection of Personal Data numbered 6698, "Personal data cannot be processed without the explicit consent of the person concerned" for this reason, you have been informed with the "Personal Data/Special Categories of Personal Data" document. In this document, you have given your "explicit consent" to the use of your Personal and Sensitive Personal Data by Tempo Metal Aksesuar Sanayi ve Ticaret A.Ş. for limited purposes and you have given our company a CONSENT to the use of your Personal and Sensitive Personal Data.

1-Explicit Consent - Health Information

I have been informed about the processing, obtaining, recording, storing, updating, updating, classifying, sharing with or transferring to third parties permitted by the legislation, abroad, what it is used for, with whom it is shared, where it can be accessed, where it is sensitive data and what my rights are.

I GIVE MY EXPLICIT CONSENT FOR THE FOLLOWING:

- a) To include my smoking and alcohol use, health history, health declaration, blood type card, chronic disease, pregnancy status, birth report, epicrisis report, doctor's examination form, medication, prescription and clippings, information on whether there is a disability, all kinds of tests for advanced diagnostic methods, chest radiography (with report), tit, sft (pulmonary function test), audio (hearing) test, ECG, glucose, urea-creatinine, tetanus, hemogram, eye test, other tests and results data according to the nature of my work in my personnel file,
- b) To include my hobbies, association memberships, club memberships, which I voluntarily wrote in my job application form in my personnel file,
- c) To process, obtain, record, store, update, update, classify, and share my data with third parties permitted by the legislation,
- d) If, according to you, during recruitment, personality analysis, personality test, character analysis information such as personality analysis, personality test, character analysis, etc., which are used only for business purposes, such as personality test, character analysis, which are made for me to be evaluated in a better task or management, should be stamped as "confidential information" in my personnel file for 3 (three) months and kept in my file,
- e) With the awareness that the processing of this data is mandatory in order to fulfill the legal obligations of the employer; sharing my health data with workplace physicians in order to ensure workplace / worker health and safety, time intermittent health tests and health determinations may be in question according to the nature of my work, provided that this application is connected with the work I do and to the extent necessary and reasonable according to the nature of the work,
- f) To share my special health data with the institutions authorized by law to request this personal data.

2-Open Consent - Criminal Conviction and Security Measures

In this regard, I have been informed about the processing, obtaining, recording, storing, updating, classifying, sharing or transferring my personal data with third parties permitted by the legislation, abroad, what it is used for, with whom it is shared, where it can be accessed, where it is sensitive data and what my rights are.

I GIVE MY EXPLICIT CONSENT FOR THE FOLLOWING:

- a) To process, obtain, record, store, store, update, classify, classify, share my data with third parties permitted by the legislation as a personnel working in this workplace,
- b) To share my personal data of special nature with the institutions that are legally authorized to request such personal data, with the awareness that the processing of this data is mandatory in order to fulfill the legal obligations of the employer.

3-Open Consent - Media and Social Media Use

I have been informed that my photograph, moving-graphic image records, voice can be used in the media and social media for press releases, news, promotion, advertisement purposes, as well as my information such as my name, surname, position, etc., provided that it is with the organization and for business purposes,

I GIVE MY EXPLICIT CONSENT.

4-Explicit Consent - Records that may give an idea about race, ethnic origin, political opinion, philosophical belief, religion, sect or other beliefs, appearance and dress

In this regard, I have been informed about the processing, obtaining, recording, storing, updating, classifying, sharing or transferring my personal data with third parties permitted by the legislation, abroad, what it is used for, with whom it is shared, where it can be accessed, where it is sensitive data and what my rights are.

I GIVE MY EXPLICIT CONSENT FOR THE FOLLOWING:

- a)**In order for our duty stations to be located in places where the public is densely populated and for our employer to fulfill its legitimate interests and legal obligations, the records are processed, obtained, recorded, stored, updated, classified, shared with third parties and public institutions (Example; Courts) permitted by the legislation, to the extent that they do not harm my fundamental rights and freedoms, without being used against their purpose,
- b)**Within the scope of our Company's Human Resources activities, to ask questions on dress and attire evaluation for the performance management system,
- c)**To learn about my hobbies or some special skills so that our company can better evaluate me,
- d)**To use my personal data of special nature in various programs such as "character/personality analysis", provided that it is used only for business purposes and in accordance with the law in a limited manner.

5-Limited and Measured Transfer of Personal Data Abroad for Business Purposes

In this regard, I have been informed about the processing, obtaining, recording, storing, updating, classifying, sharing or transferring my personal data with third parties permitted by the legislation, abroad, what it is used for, with whom it is shared, where it can be accessed, where it is sensitive data and what my rights are.

OF MY OWN FREE WILL, I GIVE MY EXPLICIT CONSENT FOR THE FOLLOWING:

- a)**To transfer my personal data abroad, provided that it is relevant and proportionate to the business,
- b)**To carry out the work and procedures before/during/after foreign visits, fair visits, business trips abroad,
- c)**To transfer my personal data abroad in case of special agreements with customers, suppliers or professional organizations.

I HAVE BEEN INFORMED THAT I CAN WITHDRAW MY CONSENT IF NECESSARY, I CAN WITHDRAW MY CONSENT AT ANY TIME, PROVIDED THAT IT IS IN WRITING. I ACCEPT AND DECLARE THAT IF I WITHDRAW MY EXPLICIT CONSENT, I WILL NOT MAKE ANY COMPLAINTS REGARDING THE PAST DUE TO THE EXPLICIT CONSENTS I HAVE GIVEN BEFORE.

Date:

Name/Surname:

Signature:

- I have read, understood and **accept** this "Explicit Consent Text for Employees".
- I have read and understood this "Explicit Consent Text for Employees", **I do not accept it, I will notify my objection in writing to the Data Controller Communication Representative.**