

Personal Data Protection Policy

For Job Applicants and Medical Organization Membership Applicants

Bangkok Chain Hospital Public Company Limited (“BCH”), together with its affiliated companies as listed in Appendix 1 and any other companies that may be added in the future (which will be notified accordingly) (collectively referred to as the “Affiliates”), are healthcare providers operating the following hospital groups: (a) World Medical Hospital Group, (b) Kasemrad International Hospital Group, (c) Kasemrad Hospital Group, and (d) Karunvej Hospital Group. They also provide services through polyclinics and other related businesses.

Hereinafter, **BCH and its Affiliates shall be collectively referred to as the “Company Group.”**

Recognizing the importance of your privacy and being committed to upholding high standards of practice and personal data protection, the Company Group has issued this **Personal Data Protection Policy for Job Applicants and Medical Organization Membership Applicants** (“Personal Data Protection Policy”).

This policy aims to ensure that the collection, use, and disclosure of personal data are conducted in compliance with the **Personal Data Protection Act B.E. 2562 (2019)** (the “PDPA”).

This Personal Data Protection Policy applies to the protection of your personal data in the following capacities:

1. **Job applicants and applicants for membership in the medical organization** who are applying or are in the process of being considered for employment with the Company Group (“Applicants”); and
2. **Related persons** of the Applicants and medical organization membership applicants, such as family members, father, mother, spouse, children, relatives, emergency contacts, referees, insurance brokers, or former colleagues (“Related Persons”).

1. Types of Personal Data

“Personal Data” means any information relating to an identified or identifiable individual, whether directly or indirectly, but does not include information of deceased persons or other personal data specifically exempted under the PDPA.

1.1 For Applicants:

The personal data that the Group of Companies may collect from you includes:

No.	Types of Personal Data	Details
1.	“Identifiable Information”	(a) Full name (b) Photograph (c) Nationality

		<ul style="list-style-type: none"> (d) Date of birth (e) Age (f) Gender (g) Marital status (h) National identification number (i) Passport number (j) Work permit (k) Driver's license number (l) Information about related persons, such as family members (m) Military service information (n) Signature (o) Professional license number
2.	"Sensitive Personal Data"	<ul style="list-style-type: none"> (a) Religion (b) Race or ethnicity (c) Chronic diseases, disabilities, or physical abnormalities (d) Health examination results (e) Criminal records
3.	"Contact Information"	<ul style="list-style-type: none"> (a) Address (b) Email (c) Telephone number (d) Social media accounts, such as Facebook, Instagram, etc. (e) Line ID
4.	"Financial Information"	<ul style="list-style-type: none"> (a) Salary and compensation (b) Professional insurance information
5.	"Educational Qualification Information"	<ul style="list-style-type: none"> (a) Educational background (b) Training history (c) Work experience (d) Details of professional licenses and medical practice licenses (e) Fields of expertise, skills, competencies, and proficiencies (f) Achievements and awards (g) Test or assessment results

1.2 If you are a related person, the personal data that the Group of Companies may collect from you includes:

No.	Types of Personal Data	Details
1.	“Identifiable Information”	(a) Full name (b) Company or organization name (c) Position (d) Relationship with the applicant (e) National identification number
2.	“Contact Information”	(a) Telephone number
3.	“Financial Information”	(a) Salary and compensation

If you wish to work, enter into a contract, or engage in any legal relationship with the Group of Companies, the Group of Companies is required to collect your personal data. In the event that you do not provide your personal data to the Group of Companies, the Group may be unable to enter into a contract with you, carry out any actions you request, or perform its obligations under such contract, agreement, or legal relationship. Additionally, the Group may be unable to comply with legal requirements applicable to its operations.

If you provide personal data of another individual to the Group of Companies, you confirm that such individual has reviewed this Personal Data Protection Policy and has given consent for the processing of their personal data in accordance with this policy (in cases where there is no lawful basis for processing). You are required to submit a consent letter from such individual to the Group of Companies upon request.

2. Personal Data Collected Prior to the Personal Data Protection Act (PDPA)

For personal data collected prior to 1 June 2022, the Group of Companies will handle such personal data in accordance with the provisions of the Personal Data Protection Act. If you do not wish the Group to continue collecting or using such personal data, you may withdraw your consent at any time by contacting the Group of Companies or the Data Protection Officer as specified in Section 9.

3. Collection of Personal Data

The Group of Companies may collect your personal data directly from you or from other sources as follows:

3.1 Affiliate companies

3.2 Employment service providers or job portal websites, such as www.jobsdb.com, www.jobkk.com, www.jobthai.com, etc.

3.3 Individuals related to you, such as references, previous employers, previous educational institutions, training institutions, professional councils, former colleagues, family members, parents, spouse, children, relatives, emergency contacts, references, or insurance agents.

3.4 In cases where you are a related person, the Group of Companies may receive your data from the applicant.

3.5 Public sources, such as company websites, government agencies, regulatory authorities, or social media platforms.

4. Retention Period of Personal Data

The Group of Companies will retain your personal data only as long as necessary to achieve the purposes outlined in this Personal Data Protection Policy, and in any case, no longer than the period specified below.

However, the Group may continue to retain your personal data for as long as:

- (a) permitted under the Personal Data Protection Act and/or other applicable laws;
- (b) you and the Group of Companies continue to have a legal relationship;
- (c) the Group of Companies has a legal obligation to retain the personal data;
- (d) you have provided consent to the Group of Companies; and/or
- (e) retention is necessary under the framework of applicable law to achieve the purposes of processing under this Personal Data Protection Policy.

No.	Data Subject	Retention Period
4.1	Applicants and Related Parties (in cases where they do not join or work with the Group of Companies)	No longer than 2 years from the date the data is received

5. Purpose of Personal Data Processing

Your personal data will be collected, used, and disclosed for the purposes specified below, or for purposes to which you have given your consent, or as required under the Personal Data Protection Act and/or other applicable laws.

No.	Objectives	Personal Data	Legal basis under Section 24	Legal basis under Section 26
Applicants				
5.1	For recruitment, application, and selection purposes through the Group's E-Recruitment	(a) Identification Data (b) Contact Information (c) Qualification Data	(a) Contract	Consent

	<p>website, directly with the Group, or via employment service providers or job portal websites, in order to contact, communicate, schedule, conduct interviews, assess competencies, verify qualifications, and evaluate suitability for the applied position, as well as to propose other suitable positions to applicants for consideration to join the Group of Companies.</p>	<p>(d) Financial Information</p> <p>(e) Sensitive Personal Data</p>		
5.2	<p>For the purpose of disclosing and transferring the applicant's information to the group's affiliated companies involved in recruitment, for the consideration of potential employment.</p>	<p>(a) Identification information</p> <p>(b) Contact information</p> <p>(c) Financial information</p> <p>(d) Qualification information</p> <p>(e) Sensitive personal information</p>	Consent	Consent

5.3	To record computer traffic data (Log Files)	(a) Username used to log in to the E-Recruitment system	Consent	Consent
Reference person				
5.4	For use as a reference and to verify the qualifications, background, and competency information of the applicant.	(a) Identification information (b) Contact information	Consent	

6. Disclosure of Personal Data to External Parties

The Group may disclose your personal data to external parties and/or government agencies as follows:

6.1 Affiliate Companies

6.2 **Individuals related to the applicant**, including references, previous employers, former educational institutions, training institutions, professional councils, and individuals who have previously worked with you.

7. Your Rights

You have the rights as prescribed under the Personal Data Protection Act (PDPA) as follows:

7.1 Right of Access and Request for Copy:

You have the right to access or request a copy of your personal data collected, used, or disclosed by the Group, including information obtained without your consent.

7.2 Right to Receive and Transfer Personal Data:

You have the right to receive your personal data in a commonly readable or usable format through automated means and may request the Group to transfer or send your personal data to an external party, or to receive personal data that the Group has transferred to an external party, unless technically impossible. This applies to personal data collected, used, or disclosed based on your consent, under a contract, or other legal basis.

7.3 Right to Object:

You have the right to object to the collection, use, or disclosure of your personal data when the Group processes it based on public interest, legitimate interests, or for purposes such as direct marketing, scientific, historical, or statistical research.

7.4 Right to Request Deletion:

You have the right to request the Group to delete or destroy your personal data or render it anonymous for certain reasons.

7.5 Right to Request Suspension:

You have the right to request the Group to suspend the use of your personal data when the Group is verifying your request to correct personal data, or when you object to the collection, use, or disclosure of your data. You may request suspension instead of deletion if the personal data is no longer necessary but you want the data retained for establishing, exercising, or defending legal claims.

7.6 Right to Rectification:

You have the right to request the Group to correct your personal data to ensure accuracy, currency, and prevent misleading information.

7.7 Right to Lodge a Complaint:

You have the right to lodge a complaint with the Personal Data Protection Committee of Thailand if the Group, its employees, or contractors violate or fail to comply with the PDPA.

7.8 Right to Withdraw Consent:

You have the right to withdraw consent given to the Group at any time, either partially or fully, following the procedures set by the Group. Withdrawal of consent will not affect the lawfully collected, used, or disclosed personal data before the withdrawal.

You may exercise these rights by contacting the Group or the Data Protection Officer as detailed in Section 9.

The withdrawal of consent may affect the Group's ability to fulfill certain requests or may reduce convenience in certain services. However, it will not affect the collection, use, or disclosure of personal data that was lawfully consented to before the withdrawal.

To protect and safeguard personal data, the Group may refuse your request if:

- (a) The requester cannot provide proof of being the data owner or authority to request, or the Group does not receive sufficient information to act on the request.
- (b) The request is unreasonable, e.g., the requester has no legal rights or the Group does not possess such data.
- (c) The request is excessive or repetitive without reasonable cause.
- (d) The Group is entitled to refuse your request as provided by the PDPA or other applicable laws.

8. Privacy Policy

The Group has published a Privacy Policy that outlines general information regarding the collection, use, and disclosure of all types of personal data of data subjects, as well as other details such as cross-border data transfers, cookies, and personal data security measures.

The provisions in the Privacy Policy are supplementary to this Personal Data Protection Policy and do not cancel, replace, or modify any provisions herein. In the event of any conflict or inconsistency, the provisions in the Personal Data Protection Policy shall prevail, as the Group has provided this policy for your specific review and consent.

For more details, please review the Privacy Policy at: www.bangkokchainhospital.com

9. Contacting the Group

If you have any questions or wish to inquire further about this Personal Data Protection Policy or other activities of the Group, including exercising your rights as specified in Section 11, you may contact:

- (a) The Group's Data Protection Officer using the contact details below, and
- (b) The Group, as detailed in Attachment 1.

Data Protection Officer

To: Data Protection Officer

Address: 44 Moo 4, Pak Kret Subdistrict, Pak Kret District, Nonthaburi 11120, Thailand

Contact Number: 02-836-9999

Email: dpo@bangkokchainhospital.com

This Privacy Policy was reviewed and came into effect on May 14, 2024.



Attachment 1

List of Bangkok Chain Hospital Group Companies and Contact Addresses

Bangkok Chain Hospital Public Company Limited

Head Office

Address: 44 Moo 4, Pak Kret Subdistrict, Pak Kret District, Nonthaburi Province 11120

Phone: 02-836-9999

World Medical Hospital

Address: 44 Moo 4, Pak Kret Subdistrict, Pak Kret District, Nonthaburi Province 11120

Phone: 02-836-9999

Kasemrad Bangkai Hospital

Address: 586, 588 Phetkasem Road, Bangkai Nuea Subdistrict, Bangkai District, Bangkok 10160

Phone: 02-804-8959

Kasemrad Prachachuen Hospital

Address: 950 Prachachuen Road, Wongsawang Subdistrict, Bang Sue District, Bangkok 10800

Phone: 02-910-1600

Kasemrad Rattana Thibet Hospital

Address: 58 Moo 15, Bang Rak Pattana Subdistrict, Bang Bua Thong District, Nonthaburi Province 11110

Phone: 02-921-3400

Kasemrad Ramkhamhaeng Hospital

Address: 99/9 Ramkhamhaeng Road, Saphan Sung Subdistrict, Saphan Sung District, Bangkok 10240

Phone: 02-339-0000

Kasemrad International Aranyaprathet Hospital

Address: 885 Moo 5, Ban Mai Nong Sai Subdistrict, Aranyaprathet District, Sa Kaeo Province 27120

Phone: 037-640-000

Rattana Thibet Hospital Co., Ltd.

Kasemrad International Rattana Thibet Hospital

Address: 60 Moo 6, Sao Thong Hin Subdistrict, Bang Yai District, Nonthaburi Province 11140

Phone: 02-594-0020



Siburind Medical Co., Ltd.

Kasemrad Sriburind Hospital

Address: 111/5 Moo 13, San Sai Subdistrict, Mueang Chiang Rai District, Chiang Rai Province 57000

Phone: 053-910-999

Kasemrad Maesai Hospital

Address: 952 Moo 1, Wiang Pang Kha Subdistrict, Mae Sai District, Chiang Rai Province 57130

Phone: 053-731-391

Kasemrad Sriburind Clinic, Chiang Saen Branch

Address: 339 Moo 6, Wiang Subdistrict, Chiang Saen District, Chiang Rai Province 57150

Phone: 053-777-213

Saraburi Medical Co., Ltd.

Kasemrad Saraburi Hospital

Address: 2/22 Mittraphap Road, Pak Priao Subdistrict, Mueang Saraburi District, Saraburi Province 18000

Phone: 036-315-555

Navanakorn Medical Co., Ltd.

Karunvej Pathumthani Hospital

Address: 98 Moo 13, Phahonyothin Road, Khlong Nueng Subdistrict, Khlong Luang District, Pathum Thani Province 12120

Phone: 02-529-4533

Karunvej Ayutthaya Hospital

Address: 61/9 Moo 4, Khlong Chik Subdistrict, Bang Pa-In District, Phra Nakhon Si Ayutthaya Province 13160

Phone: 035-315-100

Sothornvejkit Co., Ltd.

Kasemrad Chachoengsao Hospital

Address: 29 Moo 3, Suwinthawong Road, Na Mueang Subdistrict, Mueang Chachoengsao District, Chachoengsao Province 24000

Phone: 038-812-702

Kasemrad Prachinburi Hospital

Address: 766 Moo 10, Tha Tum Subdistrict, Si Maha Phot District, Prachinburi Province 25140

Phone: 037-627-000



Bangkok Chain Management Co., Ltd.

Head Office

Address: 44 Moo 4, Pak Kret Subdistrict, Pak Kret District, Nonthaburi Province 11120

Phone: 02-836-9999

Branch (1)

Address: 223/2 Moo 4, Pak Kret Subdistrict, Pak Kret District, Nonthaburi Province 11120

Phone: 02-836-9999

Bangkok Chain Laboratory and Pathology Clinic

Address: 141 Moo 12, Bang Rak Pattana Subdistrict, Bang Bua Thong, Nonthaburi 11120

Phone: 02-080-9445

Bangkok Chain International (Lao) Co., Ltd.

Kasemrad International Vientiane Hospital

Address: 999 450th Anniversary Road, Ban Don Nok Koom, Xaysetha District, Vientiane Capital, Lao PDR

Phone: +85621 833333

Kasemrad Aree Radiation Oncology Center Co., Ltd.

Kasemrad Aree Specialized Radiation Oncology Clinic

Head Office

Address: 223/2 Moo 4, Pak Kret Subdistrict, Pak Kret District, Nonthaburi Province 11120

Phone: 02-836-9983

Health Chain Innotech Co., Ltd.

Head Office

Address: 44 Moo 4, Pak Kret Subdistrict, Pak Kret District, Nonthaburi Province 11120

Phone: 02-836-9912

Bangkok Chain Dental Co., Ltd.

Head Office

Address: 44 Moo 4, Pak Kret Subdistrict, Pak Kret District, Nonthaburi Province 11120

Phone: 02-836-9985