

Data protection information concerning the processing of personal data of applicants (m/f/o) pursuant to Art. 13 para. 14 of the DGPR

We would like to inform you below about how we process your personal data in the context of our recruitment process, and provide you with an insight into your rights pursuant to the EU General Data protection regulation (GDPR).

I. Who is responsible for data processing and who is the data protection officer?

The party responsible for processing data is

Crespel & Deiters GmbH & Co. KG
Groner Allee 76,
49479 Ibbenbüren
Germany
Tel. +49 5451 5000-0
Fax +49 5451 5000-300
datenschutz.group@crespeldeitersgroup.com
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Crespel & Deiters GmbH & Co. KG has appointed the lawyer Mr Sachsa Hesse as the external data processing officer. You can contact Mr Hesse at:

Herr Rechtsanwalt Sascha Hesse
Hanauer Landstrasse 151-153
60314 Frankfurt am Main
Telephone: +49 69 90437965
Fax: +49 69 90437974
Email: shesse@agor-ag.com

II. Which categories of data do we use and where do they come from?

As part of the recruitment process, we process the following categories of personal data relating to you in particular

- Personal information such as forename, surname, name affixes, gender, citizenship
- Contact details such as address, (mobile) phone number, email address
- CV, training, education
- Where provided by yourself, other personal data such as e.g. marital status and other data comparable with the categories specified which you communicate to us in the context of the application process
- This may include particular categories of personal data such as health-related data if you provide these details

Your personal data will almost always be collected directly from you as part of the application process. In certain constellations, legal provisions may require us to collect your personal data from other institutions (public authorities in particular). We may additionally receive data from third parties

(e.g. recruitment agencies). If in individual cases we do not collect your personal data directly from you, we will inform you of this.

III. Legal grounds and purpose of the data processing

We process your data under consideration of the provisions of the EU General Data Protection Regulation (GDPR), of the German Federal Data protection Act (BDSG new) and of all other relevant laws (e.g. Works Constitution Act (BetrVG), Working Hours Act (ArbZG), etc.).

Data is collected and processed in the first instance to complete the application process. The primary legal basis for this is Art. 88 of the GDPR in conjunction with section 26 para. 1 BDSG.

Where necessary, we also process your data on the basis of Art. 6 para. 1(F) of the GDPR to protect our legitimate interests or those of third parties (e.g. public authorities). This applies in particular to the engagement of HR consultants and the investigation of criminal offences (legal basis Section 26 para. 1 p. 2 BDSG) or within the corporate group for the purposes of group management, internal communication and other administrative purposes.

Insofar as you have granted us your consent (Art. 6 para. 1(a) of the GDPR, we are entitled to process your personal data for the following purposes:

- Use of your application documents for all vacancies in our organisation or within the entire corporate group
- Retention of your application data beyond the mandatory duration.

Consent to process your data may be revoked at any time with future effect. Please address your revocation to the responsible body specified above. Should we process your data for a purpose not specified above, will inform you of this in advance.

IV. Who receives your data?

Within our organisation, your personal data is received only by those individuals and bodies (e.g. HR department, works council, disability representatives, departmental managers) who are responsible for completing the application process and decision-makers with respect to the outcome of the application. In certain circumstances, HR consultants engaged by us and bound within the framework of order processing will receive your personal data. With your consent (declaration of consent) to use your application documents for other vacancies within our organisation or our corporate group, your document will be transferred to the HR department and the decision-makers within the affiliated companies.

V. Transfer of data to a third country

Data will not be transferred to entities in states outside the European Union (known as third countries).

VI. How long will my data be stored?

We delete your personal data as soon as they are no longer required for the purposes above. If we conclude an employment contract with an applicant, the transferred data will be stored for the

purpose of processing the employment relationship in compliance with the statutory provisions. If no employment contract is concluded with the applicant, the application documents will be deleted automatically at the latest six months following communication of the rejection decision, provided deletion is not contrary to any other legitimate interests. Another legitimate interest in this sense is, for example, a duty to provide evidence in proceedings under the General Equal Treatment Act (AGG). Depending on your consent to store your application data beyond the mandatory duration, the storage period may be correspondingly longer.

VII. What data protection rights do you have?

You may request details about your stored personal data via the address above. In addition, under certain circumstances you may request the correction or deletion of your data. You may also have the right to restrict the processing of your data and the right to receive the data you have provided in a structured, common and machine-readable format. Deletion results in completion of the application process, and no further information regarding the process can subsequently be provided. Once an employment relationship has been established, the right to data deletion or restriction of processing is reduced. To assert rights, data subjects can contact the responsible persons in the company specified above, the data protection officer or a supervisory authority. If you believe that data processing violates data protection law, you have the right to complain to a data protection supervisory authority of your choice (Art. 77 of the GDPR in conjunction with Section 19 BDSG).

VIII. Is there an obligation to provide data?

As part of the application process, you are required to provide the personal data that is necessary to establish the employment relationship, or that we are legally obliged to collect. Without these data, we are unable to continue the application process with you.

IV. Information concerning your right to object pursuant to Article 21 of the GDPR

Due to reasons relating to your particular situation, you are entitled to object at any time to the processing of your personal data which is carried out on the basis of Article 6 para. 1 p. 1(f) of the GDPR (data processing on the basis of a balance of interests). If you submit an objection, we will no longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms, or the processing serves to assert, exercise or defend legal claims. The objection can be made in any form, and should be addressed to the data controller pursuant to point I.