

Data protection information for applicants

Compliance with data protection regulations is very important to us. In the following we inform you in accordance with Art. 13 and Art. 14 GDPR (General data protection regulation) about the type, scope and purpose of the processing of your personal data in connection with the application process. Further information can be found in the online privacy policy of MAX STREICHER GmbH & Co. Kommanditgesellschaft auf Aktien (<https://www.streicher-perspektiven.de/en/data-protection>).

Controller:

MAX STREICHER GmbH & Co.
Kommanditgesellschaft auf Aktien
Schwaigerbreite 17
94469 Deggendorf
Germany
Phone: +49 991 330-0
[info\(at\)streicher.de](mailto:info(at)streicher.de)
www.streicher-perspektiven.de

Data protection officer:

Tobias Damasko (aigner business | solutions GmbH)
Goldener Steig 42
94116 Hutthurm
Germany
Phone: +49 8505 91927-20
E-Mail: tobias.damasko@aigner-business-solutions.com

Handling of personal data

Personal data means any information relating to an identified or identifiable natural person (data subject).

The processing of such data is lawful only if at least one of the following conditions is met:

- the data subject has consented to the processing of personal data relating to him/her for one or more purposes,
- the processing is necessary for the fulfilment of a contract or to carry out pre-contractual measures,
- the processing is necessary for compliance with a legal obligation of the controller,
- the processing is necessary to protect the legitimate interests of the controller or a third party.
- if this is necessary for the decision on the commencement of an employment relationship or, after the commencement of an employment relationship, for its implementation or termination or for exercising or fulfilling the rights and duties of employee representation (works council) arising from a law, a collective agreement or a works agreement (collective agreement)

Purpose and legal basis of data processing

- I. The processing of your data within the application process serves to fill a vacant position in our company.
 1. Application for a specific job advertisement
 - a. Our job advertisements can be found on our website and on various job portals. If you are interested in such a job offer, you can apply to us for this specific offer. Your application data will then only be used for the application process for this specific position and processed in accordance with Art. 6 Para. 1 lit. b GDPR and § 26 BDSG-neu (German Federal Data Protection Act). If your application is not successful, your data will be deleted within a period of 6 months after the end of the application process.
 - b. In addition, we offer you the opportunity to store your application data permanently in our applicant pool. This enables us to compare your data with other job offers and, if necessary, to consider you for filling a vacant position. This permanent storage of your data will only be carried out with your express consent. If you decide on permanent inclusion in the applicant pool, your data will be processed in the manner described here on the basis of your consent in accordance with Art. 6 Para. 1 lit. a GDPR. You have the right to withdraw your consent to the permanent storage of your data at any time. The withdrawal of the declaration of consent has no negative impact on the application process for a specific position. After withdrawal of your consent, your

data will no longer be used in the application process and will be deleted from our pool of applicants.

2. Unsolicited application

- a. You have the possibility to send an unsolicited application to our company without reference to a specific job advertisement. These applications will also be reviewed in our company and will go through the application process. Your application data will then only be used for the application process and processed in accordance with Art. 6 Para. 1 lit. b GDPR and § 26 BDSG-neu (German Federal Data Protection Act). If your application is not successful, your data will be deleted within a period of 6 months after the end of the application process.
 - b. Even with an unsolicited application, we offer you the opportunity to store your application data permanently in our applicant pool. This enables us to compare your data with other job offers and, if necessary, to consider you for filling a vacant position. This permanent storage of your data will only be carried out with your express consent. If you decide on permanent inclusion in the applicant pool, your data will be processed in the manner described here on the basis of your consent in accordance with Art. 6 Para. 1 lit. a GDPR. You have the right to withdraw your consent to the permanent storage of your data at any time. The withdrawal of the declaration of consent has no negative impact on the application process for a specific position. After withdrawal of your consent, your data will no longer be used in the application process and will be deleted from our pool of applicants.
- II. Furthermore, we process your data in accordance with Art. 6 Para. 1 lit. f GDPR if this is necessary in the context of our legitimate interest and your rights do not prevail over this interest. Such a legitimate interest justifies, for example, video surveillance in and at our company locations.
- III. Processing of your data in our company may also be necessary to fulfil a legal obligation to which we are subject, in accordance with Art. 6 Para. 1 lit. c GDPR.

Description of the data processed

All data that you transmit to us during the application process will be stored and processed by us. This includes data from your application documents as well as information that you provide to us in a telephone interview or in a personal job interview. Data concerned includes your contact details such as last name, first name, address, telephone number or e-mail address. Additionally, all data concerning your professional and educational qualifications and degrees.

Furthermore, special categories of personal data according to Art. 9 GDPR may be covered by the processing. In particular, these may include data concerning health, religious or philosophical beliefs and party or trade union membership. In addition, transmitted application photographs may contain personal data that belong to the special categories of personal data. This may include, for example, information on racial or ethnic origin or on health status. The processing of these special categories of personal data is solely for the purpose of using your application documents to fill vacant positions. We will not include this special information in our decisions unless there is a legal obligation to do so. If you do not want these data to be processed, you are free to submit new application documents that have been cleansed of these data. This procedure won't have any effect on the prospects of your application.

Transfer of data

1. Data transfer to our company

We also publish job offers within professional networks:

- www.die-traumjob-jaeger.de (Die Traumjob Jäger, Ulmenstr. 22, 93128 Regenstauf, Germany
Phone: +49 9402 / 5 04 20 46, e-mail: info@die-traumjob-jaeger.de)
- www.niederbayernjobs.de (Rosenheimer Straße 64a, 83059 Kolbermoor, Germany, Phone: +49 8031 - 35 38 48 0, e-mail: info@joblocal.de)
- www.indeed.de (Indeed Ireland Operations Limited, 124 St. Stephen's Green, Dublin 2, Ireland)
- www.vogtlandjob.de (Wirtschaftsfördergesellschaft Vogtland GmbH, Friedrich-Ebert-Straße 21 a, 08209 Auerbach, Germany, e-mail: paessler.marion@vogtlandkreis.de)
- www.fachkraefte-erzgebirge.de (Wirtschaftsförderung Erzgebirge GmbH, Adam-Ries-Straße 16, 09456 Annaberg-Buchholz, Germany, e-mail: kontakt@wfe-erzgebirge.de)
- www.jobroller.de (Deal11 UG (limited liability), Gustav-Hertz-Straße 11, 94315 Straubing, Germany
Phone: +49 9421 - 755 9 755, e-mail: office@jobroller.de)

- www.sprungbrett-bayern.de (SCHULEWIRTSCHAFT Bayern im Bildungswerk der Bayerischen Wirtschaft e. V., Infanteriestraße 8, 80797 München, Germany Phone: +49 89 44108-135, e-mail: info@sprungbrett-bayern.de)
- www.sprungbrett-intowork.de (Bildungswerk der Bayerischen Wirtschaft e. V., SCHULEWIRTSCHAFT Bayern, Wirtschaft im Dialog, Infanteriestraße 8, 80797 München, Germany Phone: +49 89 44108-175, e-mail: info@sprungbrett-intowork.de)

If you take advantage of our offer to apply for a job with us using your application documents deposited with the aforementioned networks, personal data will be exchanged with these networks and will also be used by these companies to create a profile. Please find more details on the collection of data and your legal options as well as adjustment options on the following websites:

- Die Traumjobjäger - www.die-traumjob-jaeger.de/datenschutz/
- Niederbayernjobs - <https://niederbayernjobs.de/datenschutz>
- Indeed - <https://de.indeed.com/legal#privacy>
- Vogtlandjob - <https://www.vogtlandjob.de/impressum#datenschutz>
- Fachkräfteportal Erzgebirge - <https://www.fachkraefte-erzgebirge.de/impressum#datenschutz>
- Jobroller - <https://jobroller.de/cm/datenschutz>
- Sprungbrett Bayern - <https://www.sprungbrett-bayern.de/datenschutz/>
- Sprungbrett intowork - <https://www.sprungbrett-intowork.de/datenschutz/>

2. Data transfer by our company

The transfer of data by our company can be carried out in order to fulfil legal obligations in accordance with Art. 6 Para. 1 lit. c GDPR (e.g. to authorities, police, etc.). In addition, on the basis of our legitimate interest according to Art. 6 Para. 1 lit. f GDPR (e.g., to lawyers, tax consultants, authorities, etc.).

Obligation to transmit data

You are not obliged to transmit your data to us, neither by law nor by contract. However, the transmission of your data is necessary in order to be considered for a vacant position. There is no obligation to grant permission for permanent storage. Without this consent, however, we cannot use your data for future job advertisements that go beyond the application process for a specific position.

Standard periods for the deletion of personal data

We process your data until you withdraw your consent, if the processing is based on a consent granted by you. Personal data will be deleted after expiry of the legal and contractual retention periods. If personal data is not subject to any retention periods, it will be deleted as soon as the purposes mentioned above no longer apply. If your application is not successful, your data will be deleted four months after the end of the application process. If you are employed by our company, your application documents will be transferred to the personnel file and are then subject to the corresponding retention periods.

Transfer of personal data to a third country

As a matter of principle, personal data is not transferred to a third country. Should this nevertheless be the case, the transfer of data is regulated on the basis of an adequacy decision, consent, binding corporate rules or concluded EU standard data protection clauses.

An exception is made for data transfer to Indeed.de if you choose to apply for a job by submitting your application documents stored at Indeed.de.

Right to information

According to Art. 15 GDPR, you have the right to request information from the controller as to whether personal data concerning you are being processed. In this case, we will provide an overview of the processing purposes, the categories of personal data processed, the respective recipients or categories of recipients, and a copy of the data stored.

Right to rectification, erasure and restriction of processing

According to Art. 16 GDPR you have the right to request that incorrect personal data concerning you will be corrected without delay. Taking into account the purposes of the processing you also have the right to request the completion of incomplete personal data.

According to Art. 17 GDPR you have the right to demand, that the controller will delete your personal data without delay, provided that no other legal requirement precludes the deletion.

According to Art. 18 GDPR you have the right to request that the processing will be restricted if

- you contest the accuracy of the personal data,
- the processing is unlawful and you oppose the erasure of the personal data and request the restriction of their use instead,
- we do no longer need the personal data for the purpose of the processing, but they are required by you for the establishment, exercise or defence of legal claims,
- you lodge an objection to the processing pursuant to Art. 21 GDPR.

Right of withdrawal

You have the right to withdraw your consent at any time for the future, in whole or in part. Withdrawal of consent shall not affect the lawfulness of the processing carried out on the basis of the consent until withdrawal. In the event of withdrawal, however, your application can no longer be considered to the present extent in whole or in part. After your withdrawal, no further placement activities will take place. An obligation to further storage of your data may, however, result from statutory storage obligations.

Right of object

You have the right to object at any time to the processing of your personal data based on Art. 6 Para. 1 lit. e and lit. f GDPR. We will then no longer process your personal data, unless we can prove compelling reasons worthy of protection that prevail over your interests, rights and freedoms as a data subject.

Right of complain

You have the right to complain to the competent supervisory authority if you consider that the processing of personal data relating to you is being carried out in breach of the law. The supervisory authority responsible for us is the Bavarian State Office for Data Protection Supervision.

Status of the data protection information

Constant development makes it necessary to adapt our data protection principles from time to time. We reserve the right to make appropriate changes at any time.

As of: 05/2020