

Telelift GmbH: Data privacy statement regarding job applications

We are delighted that you are applying/have applied for a position with us. In the following sections we explain how we process your personal data for the purpose of a job application, and how we continue to hold relevant information in this context.

1. Who is responsible for processing your personal data?

The entity responsible under the terms of the GDPR and other national data protection regulations of the European Union member states, as well as other data protection-related provisions is:

Telelift GmbH
Frauenstrasse 28
82216 Maisach
Germany
+48 (0)8141 / 31591-0
datenschutz@telelift-logistic.com
www.telelift-logistic.com

2. Data protection officer

For all questions relating to the processing of your personal data and exercising your rights in accordance with the GDPR, please contact our external data protection officer.

The controller's data protection officer is:

DataCo GmbH
Dachauer Strasse 65
80335 Munich
Germany
Datenschutz@dataguard.de
www.dataguard.de

3. For what purposes, and on the basis of what legal foundation, do we process personal data?

We process your personal data for the purpose of your application for an employment relationship with us, insofar as this is required for a decision on the justification of an employment relationship. The legal foundation in this case is Section 26, Paragraph 1 in conjunction with Paragraph 8, Clause 2 of the BDSG (German Federal Data Protection Act). Furthermore, we can also process your personal data where this is necessary for us to defend ourselves against claims resulting from the application process that have been asserted against us. The legal foundation in this case is Article 6, Paragraph 1, Sub-Paragraph f of the GDPR. The legitimate interest is for example to be able to provide burden of proof in proceedings under the AGG (German General Act on Equal Treatment). Should an employment relationship between us and you come into being, in accordance with Section 26, Paragraph 1 of the BDSG, we can continue to process the personal data we have already received from you for the

purposes of the employment relationship, if this is necessary for establishing or terminating the employment relationship or for exercising or fulfilling rights and obligations that are in the employee's interests and which arise from a law or wage agreement, a works agreement or service agreement (collective agreement).

4. What categories of personal information do we process?

We process data associated with your application. This could be general data relating to you (such as name, address and contact details), details of your professional qualifications and school education or details of your professional development or other details that you give us in respect of your application. Furthermore, we can also process other work-related information you have made public, such as for example a profile on professional social networks.

5. From what sources does personal data originate if we have not collected this data from you?

If we have not collected the data directly from you, but you have an active profile on StepStone, or if, during the course of the application process, you created an inactive or only partially active profile, we can also collect personal data this way.

6. What categories of recipient data are there?

We can transfer your personal data to other companies associated with us, provided that this is permitted under the purposes and legal foundations set out under figure 3. Furthermore, personal data is also processed on our behalf on the basis of contracts under the terms of Article 28 of the GDPR, in particular by hosting providers or providers of applicant management systems.

8. How long will your data be stored?

We store your personal data for as long as is necessary for us to make a decision on your application. In the event that no employment relationship between you and us comes into being, we can continue to store data to the extent required in order to defend ourselves against any possible legal claims. In this case, the application documents will be stored for two months after notifying applicants that their application has been successful, unless storage for a longer period is required as a result of legal disputes.

9. What rights do you have?

As someone applying to us, and depending on the situation in individual cases, you have the following data protection rights. To exercise them, please contact us or our data protection officer using the contact information in figures 1 and 2.

a. Information

You have the right to demand information about the personal data that we store on you, as well as access to your personal data and/or copies of this data. This includes information on the purpose of use, the category of the data used, its recipients and people entitled to access it, plus,

if possible, the planned duration for which the data will be stored, or if this is not possible, the criteria for determining this duration;

b. Correction, deletion or restrictions on use

You have the right to demand that we promptly correct any of your personal data that is incorrect. Under consideration of the purposes of the processing, you have the right to demand that incomplete personal data is completed – also including by adding an explanatory note.

c. Right of objection

Insofar as your personal data is being processed on the basis of Article 6, Paragraph 1, Clause f of the GDPR, you have the right, for reasons relating to your own particular situation, to object at any time to your personal data being processed. We will then no longer process your personal data, unless we can demonstrate compelling legitimate grounds for processing it, which take precedence over your interests, rights and freedoms, or if processing is necessary for enforcing, exercising or defending legal claims.

d. Right of revocation

If processing depends on your consent, you have the right to revoke your consent at any time, without affecting the legality of the processing that occurred on the basis of this consent and up to the point that this consent was revoked. To do so, please contact us or our data protection officer using the contact details above.

e. Right of deletion

You have the right to demand that personal data relating to you promptly deleted, and we are obliged to promptly delete personal data if one of the following reasons applies: – The personal data is no longer required for the purposes for which we collected it or otherwise processed it. – You lodge an objection to data processing under the terms of figure 8.c above, and there are no valid reasons for processing it which take precedence over this objection. – The personal data was unlawfully processed. – Deletion of the personal data is required in order to fulfil a legal obligation in accordance with European Union law or the laws of a member state, which we are governed by. This does not apply if processing is necessary: – In order to fulfil a legal obligation which requires that the data is processed in accordance with European Union law or the laws of a member state, which we are governed by. – For enforcing, exercising or defending legal claims.

f. Right of restrictions on use

You have the right to demand that we restrict processing if one of the following conditions applies: – You dispute the accuracy of the personal data, and indeed for such a duration that enables us to inspect the accuracy of the personal data. – Processing of the personal data is unlawful, and you refuse deletion of the personal data, and instead demand that its use is restricted. – We no longer require the personal data for the purpose for which it was processed, but you however require it for enforcing, exercising or defending legal claims, or – You have lodged an

objection under the terms of figure 8.c above, however it has still not been determined whether our legitimate reasons take precedence over yours. If processing is restricted under the terms of this subparagraph e, this personal data may only be processed – not including its storage – with your consent or in order to enforce, exercise or defend legal claims, or to protect the rights of another natural person or legal entity, or for reasons relating to the substantial public interest of the European Union or one of its member states. In the event that you obtain a restriction on processing, we will inform you before this restriction is lifted.

g. Right of appeal

Regardless of any other legal remedy originating from administrative law or the courts, you have the right to appeal to a regulatory authority, in particular in the member state where your home is located, your workplace is located or the where the suspected breach occurred, if you are of the opinion that processing of the respective personal data infringed the terms of the GDPR.

10. The necessity of providing personal data

The provision of personal data is neither legally nor contractually required, and nor are you obliged to provide the personal data. However, the provision of personal data is necessary for concluding a contract in respect of an employment relationship with us. This means that should you not provide any personal data with your application, we will not enter into an employment relationship with you.

11. No automatic decision making

No decisions are made automatically in individual cases under the meaning of Article 22 of the GDPR. This means that decisions about your application are not made solely on the basis of automatic processing.