

**Information for our applicants on the use or handling of your data and your rights under the EU
General Data Protection Regulation**

A note of fundamental importance to us: Pfisterer Holding AG or the company in the group to which you submit your application will only use your personal data to process the application procedure in order to fill vacancies. Only those persons who are actively involved in the application process for a position will have access to your data. Your personal data will not be used outside the application process.

Person responsible for data processing:

Pfisterer Holding AG or the company to which you submit your application is responsible for data processing. Please find the contact details in the respective job offer

PFISTERER Holding AG
Rosenstraße 44
73650 Winterbach
Germany

You can reach our **data protection officer** at: datenschutz@pfisterer.com

What we process your data for (purposes of processing) and on what legal basis do we do so?

We process personal data in compliance with the EU General Data Protection Regulation (GDPR) and all other applicable laws.

The primary purpose of the data processing is to establish an employment relationship with you. The categories of personal data processed that are collected in the context of a possible justification (application phase) and processing of your application/ eRecruiting include in particular your master data (such as first name, surname, name affixes, nationality), contact data (such as private address, (mobile) telephone number, e-mail address), as well as other data (e.g. qualification data, data on work activities, criminal record if applicable, social data, bank details). This may also include special categories of personal data such as health data.

The processing of your personal data must be based on a legal basis, essentially the following legal bases come into consideration in our cooperation:

- You wish your application to be processed (Art. 6 para. 1b DSGVO in conjunction with § 26 para. 1 BDSG)
- You have given your consent (Art. 6 para. 1, a) DSGVO);
- In addition, collective agreements (group, collective and works agreements as well as collective bargaining agreements) pursuant to Art. 88 (1) of the GDPR in conjunction with Art. 26 (4) of the Data Protection Act (BDSG) may be concluded. § Section 26 (4) BDSG

Purpose of the processing	Data categories	Legal basis
Establishment of an employment relationship	Personal data, contact data, address data, further details in the portal, attachments uploaded by you	Art. 6 para. 1b
Inclusion in an applicant pool for later contact and longer storage period	Personal data, address data, applicant data	Art. 6 para. 1a

Advertising purposes, postal advertising,	Address data, personal data	Art. 6 para. 1f in conjunction with § 7 para. 3 UWG as well as Art. 6 para. 1a) DS-GVO in conjunction with Art. 7 DS-GVO
Examination of alternative job offers within the Group	Personal data, applicant data	Art. 6 para. 1a DSGVO
Dispatch Newsletter, JobAgent	Personal data, contact details	Art. 6 para. 1a DSGVO

Insofar as we have your consent (Art. 6 para. 1 a) to process personal data for certain purposes (e.g. advertising), this processing is lawful on the basis of your consent. Once you have given your consent, it can be revoked at any time. Please note that the revocation is effective for the future. Processing that was carried out before this revocation is not affected by this.

Insofar as special categories of personal data pursuant to Art. 9 (1) DSGVO are processed within the application procedure, this serves the exercise of rights or the fulfilment of legal obligations from labour law, social security law and social protection within the framework of the employment relationship (e.g. disclosure of health data to the health insurance fund, recording of severe disability). This is done on the basis of Art. 9 para. 2 b) DSGVO in conjunction with. § Section 26 (3) BDSG. In addition, the processing of health data for the assessment of your ability to work pursuant to Art. 9 para. 2 h) in conjunction with § 22 para. 1 b) BDSG may be necessary. § Section 22 (1) (b) BDSG.

Your personal data is usually collected directly from you as part of the application process. In addition, we may also have received data from third parties (e.g. job placement agencies).

If we want to process your personal data for a purpose not mentioned above, we will inform you in advance.

Insofar as you upload your contact via a social media network, we receive and process the data exclusively for the aforementioned purposes. Data processing in our systems only takes place after the start of the application process explicitly requested by you and uploading of the data. Data is only collected and transferred from the social media network if you request us to do so in order to facilitate the application process for you.

To whom is the data passed on (categories of recipients):

Within our company, only those persons and offices (e.g. department, works council, representation of the severely disabled) receive your personal data that need them to fulfil our contractual and legal obligations.

Within our group of companies, your data will be transferred to certain companies if they perform data processing tasks centrally for the companies affiliated in the group (e.g. HR department, centralisation IT).

In addition, in order to fulfil our contractual and legal obligations, we sometimes use different service providers within the scope of commissioned processing (e.g. provider of the software-supported applicant portal).

The MHM HR job exchange (applicant portal) uses mandatory cookies (so-called "session cookies"), which store data for technical session control in the memory of your browser. These are not used to collect usage data and are deleted at the latest when you close your browser. In addition, cookies are set to create an evaluation of which website the applicants were directed to the application from and whether these applicants completed their application via this (so-called "applicant cookies"). These cookies are stored by default for one week and then deleted, unless the cookies are deleted earlier via the browser settings. In order to save the cookie settings, a cookie is set as soon as the cookie banner

is clicked on. This means that the banner is no longer displayed for that user. The cookie saves the state of the banner for one year.

Duration of data storage:

Personal data will be deleted six months after the end of the application process, taking into account § 61b para. 1 ArbGG in conjunction with § 15 AGG. § SECTION 15 AGG. In the case of inclusion in the applicant pool, deletion takes place after 3 years if no suitable position can be offered.

Data transfer to third countries:

Personal data will only be transferred to third countries (countries outside the EU and the European Economic Area EEA) or to an international organisation if this is necessary for the initiation of business, if the transfer is required by law or if you have given us your consent and only in compliance with the data protection requirements.

Data subject rights:

You can request information about the data stored about you via the contact details provided above. (Art. 15 DS-GVO). In addition, you can request the correction or deletion of your data under certain conditions (Art. 16 and 17 DS-GVO). You have the right to request the restriction of the processing of your personal data (Art. 18 DS-GVO). In addition, you have the right to receive the data you have provided in a structured, common and machine-readable format (Article 20 of the GDPR).

Is there an obligation to provide data?

As part of the application process, you must provide the personal data that is required for the application process or that we are legally obliged to collect. Without this data, we will not be able to carry out the application process with you.

Right of appeal:

You have the option of submitting a complaint to the above-mentioned data protection officer or to a data protection supervisory authority.

Right to object:

If we process your data to protect legitimate interests, you can object to this processing if reasons arise from your particular situation that speak against the data processing.