

Data protection information for applicants (m/f/d)

MAX STREICHER GmbH & Co KG aA takes the protection of your privacy very seriously. We would therefore like to let you know what data we store and use during the application process, when and for what purpose.

Legal entity responsible for data processing

MAX STREICHER GmbH & Co KG aA
Schwaigerbreite 17
94469 Deggendorf
Germany

Phone: +49 991 330-0

E-mail: info@streicher.de

Scope of application

This data protection information clarifies the type, scope and purpose of the collection and use of your personal data by the responsible legal entity in the course of the application process in accordance with Art. 13 and Art. 14 GDPR. The legal basis for data protection can be found in particular in the EU General Data Protection Regulation (GDPR).

Handling of personal data

Personal data is information that relates to an identified or identifiable individual (data subject).

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

- The data subject has consented to the processing of their personal data for one or more purposes,
- the processing is necessary for the performance of a contractual obligation or in order to take steps prior to entering into a contract,
- the processing is necessary for compliance with a legal obligation, to which the controller is subject,
- processing is necessary for the purposes of the legitimate interests pursued by the controller or by a third party,
- if this is necessary for the decision on the establishment of an employment relationship or, after the establishment of an employment relationship, for its implementation or termination or for the exercise or fulfillment of the rights and obligations of an employee representative body (works council) arising from a law or a collective agreement, a works agreement (collective agreement).

Purpose and legal basis of data processing

I. The storage of your data as part of the application process and the associated processing of the data serves to fill an open position in our company or the other companies of the STREICHER Group. We work within the framework of joint responsibility in accordance with Art. 26 GDPR with other companies of the STREICHER Group and support them in the application process. If you apply for a position that concerns a company of the STREICHER Group, we will pass on your data to this company.

1. Application in response to a specific job advertisement

- a. We publish job advertisements on our homepage and on various online job portals. If you are interested in one of these vacancies, you can apply to us for this specific vacancy. Your application data will then only be used for the application process for this specific position and will be processed in accordance with Art. 6 (1) (b) GDPR. If your application is not successful, your data will be deleted four months after the end of the application process.
- b. In our application portal, we offer you the opportunity to store your application data in our applicant pool for two years. The inclusion includes the storage of your data for a period of two years, the forwarding of the data to other companies of the STREICHER Group and the use of your data by us and the other companies of the STREICHER Group for the purposes of the application process. Your data will only be stored with your express consent. If you decide to be included in the applicant pool, your data will be processed on the basis of your consent in accordance with Art. 6 (1) (a) GDPR in the manner described here. You have the right to withdraw your consent to the storage of your data at any time. Furthermore, the controller will ask you at regular intervals during the two-year period whether you still wish for your data to

be stored in the applicant pool. Withdrawing your consent has no negative impact on the application process for a specific position. After you withdraw your consent or after the two-year storage period has expired, your data will no longer be used as part of the application process and will be deleted from our applicant pool.

2. Proactive application

- a. You have the option of sending in an unsolicited application without reference to a specific job advertisement. These applications are also checked and go through the application process. Your application data will then only be used for the application process and processed in accordance with Art. 6 (1) (b) GDPR. If your application is not successful, your data will be deleted four months after the end of the application process.
- b. In the case of a proactive application, we also offer you the opportunity to store your application data in our applicant pool for two years. The inclusion includes the storage of your data for a period of two years, the forwarding of the data to other companies of the STREICHER Group and the use of your data by us and the other companies of the STREICHER Group for the purposes of the application process. Your data will only be stored with your express consent. If you decide to be included in the applicant pool, your data will be processed on the basis of your consent in accordance with Art. 6 (1) (a) GDPR in the manner described here. You have the right to withdraw your consent at any time.

Furthermore, you will be asked by the controller within the two years whether you still wish your data to be stored in the applicant pool. Withdrawing your consent has no negative consequences. Once you have withdrawn your consent, your data will no longer be used as part of the application process and will be deleted from our applicant pool.

3. Application via WhatsApp

If you use our application-via-WhatsApp function, the legal basis for the communication is your consent, which can be revoked at any time (Art. 6 (1) (a), Art. 49 (1) (1) (a) GDPR). The use of WhatsApp involves the transfer of your personal data to Meta Platforms Inc., at Menlo Park, California, and thus to the USA. The USA is an unsafe third country. In the USA, your personal data is not protected by European legislation and a data export is therefore associated with risks to your rights and freedoms. Your consent also covers these processing operations.

You have the right to withdraw your consent at any time without giving reasons. To do so, please contact the controller. We have no influence on the use of your data by WhatsApp or Meta Platforms, Inc. even after you have withdrawn your consent.

The application-via-WhatsApp function is provided to us by an IT service provider (PitchYou, PitchYou GmbH, Campusallee 9, D-51379 Leverkusen), which can access your data for this purpose as a processor. A data processing contract has been concluded with PitchYou, which obliges them to process data in accordance with instructions and to maintain confidentiality. You can find more information about PitchYou here: <https://www.pitchyou.de/datenschutz>.

WhatsApp's data protection information, for example on its processing or on exercising your data protection rights against WhatsApp, can be found here: <https://www.whatsapp.com/legal/privacy-policy-eea>.

- II. Furthermore, we process your data in accordance with Art. 6 (1) (f) GDPR if this is necessary for a legitimate interest and your rights do not outweigh said interest. Such a legitimate interest justifies, for example, video surveillance in and around our company premises.
- III. The processing of your data in our company may also be necessary to fulfill a legal obligation to which we are subject in accordance with Art. 6 (1) (c) GDPR. An example of this is the fulfillment of statutory retention obligations.

Description of the processed data

We store and process all data that you transmit to us during the application process. This includes both the data from your application documents and the information that you provide to us in a digital interview or in a personal interview. The data processed includes your contact details, such as your surname, first name, address, telephone number and email address. In addition, all data relating to your professional and educational qualifications and degrees.

Furthermore, special categories of personal data within the meaning of Art. 9 GDPR may also be included in the processing. This may include, in particular, data relating to health, religious or philosophical beliefs, party or trade union membership. The sole purpose of processing this special data is to use your application documents to fill vacancies. The company of the STREICHER Group will not include this special information in its decisions unless there is a legal obligation to do so. If you do not wish this data to be processed, you are free to submit new application documents without this data redacted. This procedure has no consequences for the prospects of your application.

Video surveillance

Parts of our company premises are protected by video surveillance. The data collected in this way is stored and processed in accordance with Art. 6 (1) (f) GDPR. As vandalism and theft have repeatedly occurred on our company premises, we have a legitimate interest in operating a video surveillance system on the premises. Data processing on the basis of Art. 6 (1) (f) GDPR may only take place insofar as this is necessary to safeguard the legitimate interests of the company and does not outweigh the interests or fundamental rights and freedoms of the data subject which require the protection of personal data. Please refer to the signage on site for the applicable storage periods. Longer storage may be required for the purpose of criminal prosecution.

Forwarding of data

Data transfer to our company:

1. We also publish job advertisements on professional networks such as Indeed Ireland Operations Limited (124 St. Stephen's Green, Dublin 2, Ireland, impressum@indeed.com). If you use our offer to apply to us with your application documents deposited with Indeed, the following personal data, such as first and last name, e-mail address, telephone number (including cell phone number), address, gender, profession, interests, messages sent and all other data provided in your profile or CV, including responses to application inquiries and application materials, will be exchanged with these networks and also used by these companies to create profiles.

For further details on the collection of data and your legal options and recruitment options, please contact Indeed at: <https://hrtechprivacy.com/de/brands/about-indeed#privacypolicy>

2. This data may also include special categories of personal data within the meaning of Art. 9 GDPR from processing. This may include, in particular, data relating to health, religious or philosophical beliefs, party or trade union membership.
3. The data transmitted to us will be processed in the manner described here as part of the application process.

Data transfer by our company:

1. Your application will be forwarded to fill a vacancy in our affiliated companies on the legal basis of Art. 6 (1) (b) GDPR or on the basis of your consent pursuant to Art. 6 (1) (a) GDPR.
2. Data may be passed on by our company to fulfill legal obligations in accordance with Art. 6 (1) (c) GDPR (e.g. to relevant authorities, police) and on the basis of our legitimate interest in accordance with Art. 6 (1) (f) GDPR (e.g. to lawyers, tax consultants, authorities).

Obligation to transmit data

You are under no legal or contractual obligation to provide us with your data. 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 extended storage. Without this consent, however, we cannot consider your data beyond the application process for a specific position.

Standard deadlines for deleting personal data

If the processing is based on your consent, we will process your data until you withdraw your consent.

The deletion of personal data takes place after expiry of the statutory and contractual retention periods.

If personal data is not subject to any retention periods, it will be deleted as soon as the stated purposes 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 your personnel file and are then subject to the corresponding retention periods.

If we are permitted to store and process your data on the basis of your consent, your data will be stored until you withdraw your consent or until two years have elapsed.

Transfer of personal data to a third country

Personal data is generally 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 EU standard data protection clauses.

Right to information

In accordance with Art. 15 GDPR, you have the right to request information from the controller as to whether personal data concerning you is being processed.

For this purpose, the responsible legal party shall 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 stored data.

Rights to rectification, erasure and restriction of processing

In accordance with Art. 16 GDPR, you have the right to obtain without undue delay the rectification of inaccurate personal data concerning you. Taking into account the purposes of the processing, you also have the right to request the completion of incomplete personal data.

In accordance with Art. 17 GDPR, you have the right to demand from the responsible legal person that personal data concerning you be deleted immediately, provided that there is no other legal requirement to the contrary.

In accordance with Art. 18 GDPR, you have the right to request the restriction of processing if

- you dispute the accuracy of your personal data,
- the processing is unlawful and the data subject opposes the erasure of the personal data and requests the restriction of their use instead,
- the controller no longer needs the personal data for the purposes of the processing, but they are required by the data subject for the establishment, exercise or defense of legal claims
- you object to the processing in accordance with Art. 21 GDPR.

Right of withdrawal

You have the right to withdraw your consent in whole or in parts at any time with effect for the future. The withdrawal of consent does not affect the lawfulness of processing based on consent before its withdrawal. However, if you withdraw your consent, your application can no longer be considered or can no longer be considered to the same extent. No further recruitment activities will take place after you withdraw your consent. However, an obligation to continue storing your data may arise from statutory retention obligations.

Right of objection

You have the right to object at any time to the processing of your personal data based on the legitimate interest of the STREICHER Group pursuant to Art. 6 (1) (f) GDPR. The responsible legal entity will then no longer process the personal data unless it can demonstrate compelling legitimate grounds that outweigh the interests, rights and freedoms of the data subject.

Right of appeal

You have the right to lodge a complaint with the competent supervisory authority if you believe that the processing of personal data concerning you is in breach of the statutory provisions. The supervisory authority responsible for the responsible legal entity is the Bavarian State Office for Data Protection Supervision.

Data Protection Officer

We have appointed a data protection officer who works for the responsible legal entity in accordance with Art. 37 et seq. GDPR:

Tobias Damasko
Goldener Steig 42
94116 Hutthurm
Phone: +49 8505 91927-0
E-mail: tobias.damasko@aigner-business-solutions.com



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 corresponding changes at any time.

(Stand: Oktober 2024)