

Data privacy information for applicants to the JUWI Group

Dear Applicant,

Thank you for your interest in our company. Pursuant to the stipulations of Article 13, 14 and 21 of the General Data Protection Regulations (GDPR), we hereby inform you of the processing of personal data supplied by you in the context of the application process or, where applicable, collected by us, and your related rights. In order to guarantee that you are fully informed of the processing of your personal data in the context of the application process, we would ask you to take note of the following information.

1. Responsibility within the meaning of data protection legislation

Responsibility for the collection of personal data lies with **JUWI GmbH, Energie-Allee 1, 55286 Wörrstadt.**

The responsible Data Protection Officer can be reached under: Energie-Allee 1, 55286 Wörrstadt, Tel: +4967329657-0, E-mail: datenschutz@juwi.de.

2. Purpose and legal basis for processing

We process your personal data in compliance with the provisions of the European General Data Protection Regulation (EU-GDPR) and the German Federal Data Protection Act (*Bundesdatenschutzgesetz*) (BDSG) where this is necessary for the decision on the justification of an employment contract with us. The legal basis here is Article 88 GDPR in conjunction with Section 26 BDSG new and, where applicable, Article 1 GDPR (1) b on the initiation or performance of the contract of employment.

Furthermore, we can process your personal data where this is necessary for compliance with legal obligations (Article 6 GDPR (1) c) or to defend against legal claims asserted against us. The legal basis is Article 6 GDPR (1) f. A legitimate interest is, for example, a burden of proof in proceedings pursuant to the General Equality Act (*Allgemeines Gleichbehandlungsgesetz*) (AGG). Where you expressly consent to our processing of your personal data for certain purposes, the lawfulness of this processing on the basis of your consent pursuant to Article 6 GDPR (1) a applies. Consent granted can be revoked at any time with effect for the future.

When an employment contract comes into existence between you and us, we can, pursuant to Article 88 GDPR in conjunction with Section 26 BDSG new, further process the personal data for the purpose of the employment contract, where this is necessary for the performance or termination of the employment contract or for the exercising of, or compliance with, rights and obligations of the employees' representative body arising from a law or a wage agreement.

3. Categories of personal data

We process only such data as relates to your application. The personal data being processed can be categorised as general personal data, such as master data, address data and contact data, such as school, vocational training and profession; where applicable, details on social, religious and political activities as well as, where applicable, further data communicated to us in the context of your application.

4. Sources of data

We process personal data received from you by post or by e-mail in the context of the establishment of contact or your application, or which you have sent via our recruitment portal on juwi.de.

5. Recipient of the data

We pass on your personal data within the JUWI Group – JUWI GmbH and the associated companies pursuant to Sections 15 ff. Stock Corporation Act (*AktG*) – exclusively to the divisions and persons who require these data to comply with contractual or statutory obligations or for the implementation of our legitimate interests.

Your personal data will be processed on our behalf by processors pursuant to Article 28 GDPR. In these cases, we ensure that the processing of personal data ensues in compliance with the provisions of GDPR. In this case, the categories of recipients are providers of applicant management systems and software.

Otherwise, the passing on of data to recipients outside of the company ensues only where statutory stipulations so permit or require, the communication is necessary for compliance with statutory stipulations or where we have received your consent.

6. Transfer to third countries

No transfer of data to third countries is intended.

7. Duration of data storage

We store your personal data for as long as this is necessary for the decision on your application. Your personal data resp. your application file will be deleted within six months of the end of the application process at the latest (e.g. the announcement of the rejection decision) unless longer storage is legally necessary or permitted. Furthermore, we store your personal data only where this is necessary by law or in specific cases to assert, exercise or defend legal claims for the duration of a legal dispute.

For the event that you have consented to longer storage of your personal data, we store these in accordance with your declaration of consent.

If the application process leads to an employment contract, apprenticeship or internship in a company of the JUWI Group, your data, where necessary and permitted, will continue to be stored and will then be passed on to the HR department for storage in digital personnel records.

8. Your rights

Every data subject has a right of access to the data pursuant to Article 15 GDPR, the right to rectification pursuant to Article 16 GDPR, the right to erasure pursuant to Article 17 GDPR, the right to restriction of processing pursuant to Article 18 GDPR, the right to notification pursuant to Article 19 GDPR and the right to data portability pursuant to Article 20 GDPR.

Furthermore, Article 77 GDPR grants you the right to lodge a complaint with a supervisory authority if you consider that the processing of your personal data has not ensued lawfully. The right to lodge a complaint applies without prejudice to any other legal remedies under administrative law or by court order. The supervisory authority responsible for our company can be reached under the following address: Der Landesbeauftragte für den Datenschutz und die Informationsfreiheit Rheinland-Pfalz, Hintere Bleiche 34, 55116 Mainz, Tel: 06131 208-2449, E-mail: poststelle@datenschutz.rlp.de.

Where the processing of data ensues on the basis of your consent, you are entitled, pursuant to Article 7 GDPR, to withdraw consent to the use of your personal data at any time. Please note that the revocation is only effective for the future. Processing which ensued prior to the revocation is not affected. Please also note that we are obliged to retain certain data, where applicable, for a specific period, in order to comply with statutory stipulations (see Item 7 of this Data Privacy Information).

Right of objection

Where the processing of your personal data pursuant to Article 6 GDPR (1) f ensues for the purpose of legitimate interests pursued by the controller, you have the right, pursuant to Article 21 GDPR, to object to the processing of this data on grounds relating to your particular situation, We then discontinue the processing of your data, unless we can demonstrate compelling legitimate grounds for the processing. These must override your interests, rights and freedoms, or the processing must serve for the establishment, exercise of defence of legal claims.

In order to protect your rights, you can reach us using the contact data which appear in Item 1.

9. Necessity to provide personal data

The provision of personal data in the context of the application process is neither stipulated by law nor by contract. You are therefore not obliged to provide personal data. Please note however, that they are necessary for the decision on an application or the conclusion of an employment contract with us. Where you fail to provide us with personal data, we cannot take a decision justifying an employment contract. We recommend only providing such personal data in the context of your application as is necessary for the execution of the application.

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