

<p>Privacy information for applicants of the Exaris Solutions GmbH</p> <p>Our handling of your data and your rights. Information by articles 13, 14 und 21 General Data Protection Regulation –GDPR.</p>	<p>Applicant (m/f/d): Address: info@exaris-solutions.de</p>
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We are pleased that you would like to apply or have applied to us. In the following, we explain how we process your personal data in the context of an application and provide further relevant information in this context.

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For reasons of better readability alone, the simultaneous use of the language forms male, female and diverse is dispensed with. All designations of persons and/or functions apply equally to all genders.

**1. Who is responsible for data processing and whom can I contact??**

The person responsible for data processing is:

Exaris Solutions GmbH  
Erich-Klausener-Straße 92  
47802 Krefeld

You can reach our data protection officer at:

Exaris Solutions GmbH  
Datenschutzbeauftragter  
Erich-Klausener-Straße 92  
47802 Krefeld  
datenschutz@exaris-solutions.de

In the event that confidentiality is desired, please contact our Privacy Officer by mail with the notation "Personal / Confidential".

**2. What sources do we use if we do not collect the data directly from you and what data do we process at all?**

We process data related to your application. This may be general personal data (name, address and contact details), information about your professional qualifications and school education or information about professional training or other information that you provide to us in connection with your application.

If we do not collect the data directly from you, we may process job-related information that you have made publicly available, such as a profile on professional social media networks.

**3. What we process your data for (purpose of processing) and on what legal basis?**

We process personal data about you for the purpose of your application for employment, insofar as this is necessary for the decision on the establishment of an employment relationship with us. The legal basis for this is Section 26 (1) in conjunction with (8) sentence 2 BDSG. Furthermore, we may process personal data about you insofar as this is necessary for the defense of asserted legal claims against us arising from the application process. The legal basis for this is Art. 6 Para. 1 lit. f GDPR. The legitimate interest is, for example, a duty to provide evidence in proceedings under the General Equal Treatment Act (AGG). Insofar as an employment relationship arises between you and us, we may further process the personal data already received from you for the purposes of the employment relationship in accordance with Section 26 (1) BDSG if this is necessary for the implementation or termination of the employment relationship or for the exercise or fulfillment of rights and obligations arising from a law.

**4. Who gets my data?**

In addition, personal data is processed on our behalf on the basis of contracts pursuant to Art. 28 GDPR, this in particular by host providers or providers of applicant management systems.

**5. If data are transferred to a third country or to an international organization?**

No data is transferred to third countries (countries outside the European Economic Area - EEA)

**6. How long will my data be stored?**

We store your personal data for as long as is necessary to make a decision about your application. Insofar as an employment relationship between you and us does not come about, we may continue to store data beyond this, insofar as this is necessary for the defense against possible legal claims. In this case, the

application documents will be deleted 06 months after notification of the rejection decision, unless longer storage is permitted due to your consent or is required due to legal disputes.

## 7. What data protection rights do i have?

As an applicant with us, you have the following data protection rights, depending on the situation in the individual case, which you can contact us or our data protection officer at any time to exercise:

- a. Information: You have the right to obtain information about your personal data processed by us, as well as to request access to your personal data and/or copies of this data. This includes information about the purpose of the use, the category of data used, its recipients and authorized persons and, if possible, the planned duration of data storage or, if this is not possible, the criteria for determining this duration.
- b. Correction, erasure or restriction of processing: you have the right to request that we correct any inaccurate personal data concerning you without undue delay. Taking into account the purposes of the processing, you have the right to request the completion of incomplete personal data, including by means of a supplementary declaration.
- c. Right of objection: insofar as the processing of personal data concerning you is carried out on the basis of Art. 6 (1) lit. f GDPR, you have the right to object to the processing of this data at any time for reasons arising from your particular situation. We will then no longer process this personal data unless we can demonstrate compelling legitimate grounds for the processing that override your interests, rights and freedoms, or the processing serves to assert, exercise or defend legal claims.
- d. Right of withdrawal: if the processing is based on consent, you have the right to withdraw your consent at any time without affecting the lawfulness of the processing carried out on the basis of the consent until the withdrawal. To do so, you can contact us or our data protection officer at any time using the contact details above.
- e. Right to erasure: You have the right to request that we erase personal data concerning you without undue delay, and we are obliged to erase personal data without undue delay if one of the following reasons applies:
  - The personal data is no longer necessary for the purposes for which it was collected or otherwise processed
  - You object to the processing in accordance with point 7c above and there are no overriding legitimate grounds for the processing
  - The personal data have been processed unlawfully
  - The erasure of the personal data is necessary for compliance with a legal obligation under Union or Member State law to which we are subjectThis does not apply insofar as the processing is necessary:
  - for compliance with a legal obligation which requires processing under Union or Member State law to which we are subject
  - for the establishment, exercise or defense of legal claims
- f. Right to restrict processing: you have the right to request us to restrict processing if one of the following conditions is met:
  - the accuracy of the personal data is contested by you, for a period enabling us to verify the accuracy of the personal data
  - the processing is unlawful and you object to the erasure of the personal data and request instead the restriction of the use of the personal data
  - we no longer need the personal data for the purposes of processing, but you need it for the assertion, exercise or defense of legal claims, or
  - you have objected to the processing pursuant to point 7c above, as long as it has not yet been determined whether our legitimate grounds override yours

Where processing has been restricted pursuant to this point (f), such personal data may be processed, apart from being stored, only with your consent or for the establishment, exercise or defense of legal claims or for the protection of the rights of another natural or legal person or for reasons of substantial public interest of the Union or a Member State. If you have obtained a restriction on processing, we will inform you before the restriction is lifted.

- g. Right of appeal: without prejudice to any other administrative or judicial remedy, you have the right to lodge a complaint with a supervisory authority, in particular in the Member State of your

residence, workplace or the place of the alleged infringement, if you consider that the processing of personal data concerning you infringes the GDPR.

**8. If there is an obligation for me to provide data?**

The provision of personal data is neither legally nor contractually required, nor are you obliged to provide the personal data. However, the provision of personal data is required for the conclusion of a contract for employment with us. This means that if you do not provide us with personal data when applying for a job, we will not enter into an employment relationship with you.

**9. To what extent there is automated decision-making (including profiling) in individual cases?**

There is no automated decision in individual cases within the meaning of Art. 22 GDPR, which means that the decision about your application is not based exclusively on automated processing.

**10. Changes to this information**

We may update this privacy information from time to time. Therefore, we encourage you to periodically review this Privacy Notice so that you are aware of our privacy practices. This privacy information was last updated on 21.08.2022.

Information about your right to object according to Art. 21 General Data Protection Regulation (GDPR)	Applicant (m/f/d) Address: info@exaris-solutions.de
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**1. Right to object on a case-by-case basi**

You have the right to object at any time, on grounds relating to your particular situation, to the processing of personal data concerning you which is carried out on the basis of Article 6(1)(f) of the GDPR (data processing on the basis of a balance of interests); this also applies to profiling based on this provision within the meaning of Article 4(4) of the GDPR.

If you object, we will no longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing that override your interests, rights and freedoms, or the processing serves to assert, exercise or defend legal claims.

**2. Right to object to processing of data for direct marketing purposes**

In individual cases, we process your personal data for the purpose of direct marketing. You have the right to object at any time to the processing of personal data concerning you for the purposes of such advertising; this also applies to profiling, insofar as it is associated with such direct advertising.

If you object to processing for direct marketing purposes, we will no longer process your personal data for these purposes.

The objection can be made form-free and should preferably be directed to:

Exaris Solutions GmbH  
Erich-Klausener-Str. 92  
47802 Krefeld