

Data protection information for applicants

1 General Information

We are pleased that you are interested in us and that you are applying or have applied for a position at one of the brands listed below, which belong to the Erwin Hymer Group SE. We would like to provide you with the following information on the processing of your personal data in connection with the application.

1.1 Controller

Carado GmbH Ölmühlestraße 6 88299 Leutkirch Phone: +49 7561 9097-300 E-Mail: info@carado.com	Sunlight GmbH Ölmühlestraße 6 88299 Leutkirch Phone: +49 7561 9097-300 E-Mail: info@sunlight.com	Etrusco GmbH Ölmühlestraße 6 88299 Leutkirch Phone: +49 7561 9097 -450 E-Mail: info@etrusco.com
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1.2 Data protection Officer

We have designated a data protection officer in our company. You can contact him under the following contact options:

DDSK GmbH
Stefan Fischerkeller
Dr.-Klein-Str. 29
88069 Tett nang
E-Mail: anfragen@ddsk.de

2 Processing frame

2.1 Source and categories of personal data

We process the data that you have sent us associated with your application to check your suitability for the position (or other positions in our company that may be suitable) and conduct the application process. Moreover, we may be processing the data which you have published and are available on the internet as far as it is permitted under data protection law. This includes CVs, career etc.

2.2 Purposes and legal bases of the processed data

We process your personal data in compliance with the provisions of the EU General Data Protection Regulation (GDPR), the German Federal Data Protection Act (BDSG) and other relevant laws. The legal basis for the processing of your personal data in this application procedure is primarily Art. 6 Para. 1 lit. b) GDPR and Sec. 26 BDSG. Accordingly, the processing of the necessary data in connection with the decision on the establishment of an employment relationship is legitimate. This also includes the processing of communication data (user details, content data, connection data as

well as comparable data) in the context of the implementation of the application procedure through the use of internet-based communication tools.

Should the data be required once the application process has been concluded, the data may be processed on the basis of the requirements of Art. 6 GDPR, particularly for exercising legitimate interests in accordance with Art. 6 para. 1 f) GDPR. In such case, our interest is the assertion or defense of claims. We may process your personal communication data (user details, content data, connection data and comparable data) as part of the application process, in particular the digital implementation of job interviews, if the contract is initiated with the help of internet-based communication tools, in order to simplify the organization of the application process and to be able to adapt it to the current needs of the applicant and employer.

Furthermore, your voluntarily given consent can be the legal basis for data processing according to Art. 6 para. 1 lit. a) GDPR (e. g. inclusion in the applicant pool, newsletter for new job offers). The consent given can be revoked at any time with effect for the future.

Furthermore, your voluntarily given consent can be the legal basis for data processing according to Art. 6 para. 1 lit. a) GDPR (e. g. inclusion in the applicant pool, newsletter for new job offers). You have the right to withdraw your consent at any time.

We will inform you in advance if we decide to process your personal data for any purpose not mentioned above.

2.3 Consequences of non-availability of data

As part of your application, you have to provide the personal data necessary to establish the employment relationship or which we are legally obliged to collect.

2.4 Automated individual decision-making or Profiling (Art. 22 GDPR)

We do not use automated decision-making methods according to Article 22 GDPR. If we do use such a method in individual cases in the future, we will inform you separately if this is required by law.

3 Recipients of data

3.1 Within the EU

Within our company, only the persons necessarily involved in the application process (e. g. specialist departments, management, personnel department) will receive your data.

Your application data is reviewed by the HR department once your application has been received. Suitable applications are forwarded internally to the persons in the respective departments responsible for the vacant position.

The further course of action is determined after that. Only persons who require your data for the proper processing of your application are given access to it within our company.

3.2 Overview recipients

In the course of data processing, your data will be transferred to the following recipients:

recipients: Microsoft Corporation, One Microsoft Way, Redmond, WA 98052-6399, USA

third country transfer: There is no adequacy decision for the transfer. The transfer is based on Article 46 of the GDPR. The services used are provided by Microsoft, a US provider. A processing of personal data thus also takes place in a third country. We have concluded a data processing agreement with the service provider that complies with the requirements of Art. 28 GDPR.

The transfer of data to a third country only takes place when the special requirements of Art. 44 ff. GDPR are fulfilled. The present transfer of data to the USA is based on the standard data protection clauses and the amended contractual conditions after the Schrems II ruling. Specifically, Microsoft has included the following provisions in the new contractual clauses:

- the right to compensation for the data subject whose data have been unlawfully processed and who has suffered material or non-material damage as a result;
- informing the data subject if Microsoft has been legally required by a government order to release data to US security authorities;
- Microsoft's obligation to take legal action and go to the US courts to challenge the administrative order to hand over the data.

4 Storage periods

In case of rejection, the applicants' data will be erased within six months after notice of rejection.

If you have given the consent to your personal data being stored for other job possibilities or a period of time longer than the current application process, we will include your data in our pool of applicants. The data in this pool is erased after two years.

In the case that your application for a position is successful, the data is transferred from the applicant data system to our HR information system.

5 Your rights as a data subject

Under certain circumstances you can assert your data protection rights against us. Your requests about exercising your rights should, where possible, be addressed in writing or by email to the address above or directly in writing or by email to our Data Protection Officer.

- Thus, you have the right to receive information from us about your data stored with us in accordance with the rules of Art. 15 GDPR (if necessary, with restrictions in accordance with § 34 BDSG).

- At your request, we will correct the data stored about you in accordance with Art. 16 GDPR if it is inaccurate or erroneous.
- If you so wish, we will delete your data in accordance with the principles of Art. 17 GDPR, provided that other statutory provisions (e. g. statutory storage obligations or the restrictions under § 35 BDSG) or an overriding interest on our part (e.g. to defend our rights and claims) do not prevent this.
- Taking into account the requirements of Art. 18 GDPR, you may request us to restrict the processing of your data.
- Furthermore, you may object to the processing of your data in accordance with Art. 21 GDPR, on the basis of which we must terminate the processing of your data. However, this right of objection only applies in very special circumstances of your personal situation, whereby the rights of our company may conflict with your right of objection.
- You also have the right to receive your data under the conditions of Art. 20 GDPR in a structured, common and machine-readable format or to **forward** it to a third party.
- In addition, you have the right to **revoke** your consent to the processing of personal data at any time with effect for the future.
- You also have the right to lodge a **complaint** to a data protection supervisory authority (Art. 77 GDPR). However, we recommend that a complaint is always directed to our data protection officer in the first instance.

The data protection supervisory authority responsible for us is:

Der Landesbeauftragte für den Datenschutz und die Informationsfreiheit Baden-Württemberg
Postfach 10 29 32,
70025 Stuttgart
poststelle@lfdi.bwl.de