

Information about data processing of your applicant data

We are glad that you are interested in our company and want to apply or have applied for a vacancy in our company. Within the frame of our informational obligations in accordance with Art. 13, 14 of EU General Data Protection Regulation ("GDPR") we would like to inform you about the processing of your personal data by us and the rights you are entitled to in accordance with GDPR.

1. Who is responsible for data processing and who is the data security officer?

The responsible body for the data processing is
Robos GmbH & Co.KG
Im Moldengraben 47, 70806 Kornwestheim
Phone: +49 (0) 7154 / 8225-0, Fax: +49 (0) 7154 / 8225-22
Email: etiketten@robos-labels.com

You can contact our data security officer Mr. Dr. Norbert Kuhn (Kuhn-privacy) at the following address Heustraße 3, 70174 Stuttgart or via email datenschutz@robos.de.

You can receive further information from us upon request or find it on our website www.robos-labels.com

2. What categories of data do we process and where do these originate from?

The category of personal data includes especially your stem data (like first name, surname), contact data (like private address) and application documents (e.g. the application letter and CV incl. details to your education and career, certificates). If you are underage, we additionally collect the data of your legal representative.

Your personal data will be usually provided and sent by you directly in form of application documents. In further application process further personal information can be collected from a personal interview. Beside this, we could have received data from a third party (e.g. employment agency).

3. For what purposes and on what legal basis the data will be processed?

We process your personal data with respect to the regulations of GDPR and Federal Data Protection Act (FDPA) as well as all further relevant laws (e.g. Industrial Constitution Act, General Act on Equal Treatment, etc.).

The data processing serves the processing of your application, this means especially the communication with you, the conduct of interviews, the evaluation of your abilities and qualifications, the examination of your suitability for our vacancy or if applicable for other possible vacant positions in our company, insofar it is necessary for the decision about the establishment of employment relationship with us. The primary legal basis for that is Art. 88(1) of GDPR associated with § 26(1) of FDPA as well as if applicable Art. 6(1)(1)(b) of GDPR for the initiation or fulfilment of contractual relationships.

If we process your data to fulfil our statutory obligations especially in the area of General Act of Equal Treatment, this takes place on the basis of Art. 88(1) of GDPR associated with § 26 of FDPA and if applicable Art. 6(1)(1)(c) of GDPR.

Insofar necessary, we additionally process your data on basis of Art. 6(1)(1)(f) of GDPR to protect our legitimate interests. This is e.g. the case if your data is necessary for the defense of legal claims asserted against us from the application process. Our legitimate interest is e.g.

in the burden of proof in proceedings under the General Act of Equal Treatment.

Besides, your possible separate consents may be used as data protection permission regulation in accordance with Art. 6(1)(1)(a), Art. 7 of GDPR associated with Art. 88(1) of GDPR, § 26(2) of FDPA.

If the employment relationship is established between you and us, we can process the personal data already received from you in the frame of application process for the purposes of employment relationship in accordance with Art. 88(1) of GDPR associated with § 26(1) of FDPA, insofar it is necessary for the execution or termination of employment relationship or for the execution or fulfilment of rights and obligations of the employee resulting from law.

4. Who receives your data?

Within our company only those persons and bodies receive your personal data, who need them for the smooth operation of application process, e.g. management, heads of department, head of human resources as well as possible further human resources decision makers for the respective vacant position in our company.

Apart from that we do not transfer your data to a third party. In few exceptional cases it may occur that personal data must be forwarded to external bodies like e.g. public bodies (authorities and administrative bodies etc.).

5. Will your data be transmitted to a third country?

The transmission by us to a recipient in so-called third countries, this means countries outside of European Union (EU) or of European Economic Area (EEA) or international organizations is not intended.

6. How long will your data be stored?

We delete your personal data as soon as they are no longer necessary for the abovementioned purposes. In case of non-engagement we delete your data three months after the closure of application procedure or rejection by us or withdrawal of application by you latest, depending on what occurs first, unless you give us your consent for the longer storage of your data. In this case we will include your data in our applicant pool to inform you about a possibly suitable vacancy in our company at a later time. Your data will be deleted there after one year. If during this time a new application procedure occurs, it can lead to a longer storage for application procedure than mentioned above. Furthermore, we can store your personal data as long as we are statutory obliged to.

7. What data protection rights can you exercise as an affected person?

In regard to the processing of personal data concerning you, you shall be entitled to the rights against us in accordance with the statutory conditions, which are listed below:

- Right of access to the data stored about your person in accordance with Art. 15 of GDPR;
- Right to rectification or right to erasure of your data under the conditions of Art. 16 and Art. 17 of GDPR;
- Right to restriction of processing of your data in accordance with Art. 18 of GDPR;
- Right in accordance with Art. 20 of GDPR to receive the personal data provided by you in a structured, common and machine-readable form.



mat and to transmit this data to another responsible body (right to data portability), provided that further conditions of Article 20 of GDPR exist;

- Right to revocation of a data protection consent possibly given to us in accordance with Art. 7(3) of GDPR. The lawfulness of processing which has occurred based on your consent until the time of revocation remains unaffected.

Right to objection

Provided we base the processing of your personal data on a legitimate interest in accordance with Article 6(1)(1)(f) of GDPR, you can object to the processing in accordance with Article 21 of GDPR for reasons resulting from your special situation. We will no longer process your personal data, unless we can prove the compelling and legitimate grounds for the processing which outweigh your interests, rights and freedoms or processing serves to the establishment, exercise or defense of legal claims.

Please contact us or our privacy policy officer for the execution of your rights, the contact data is stated in No. 1.

8. Where can you complain?

You have the possibility to lodge a complaint to the above-mentioned data security officer or to the data protection supervisory authority in accordance with Art. 77 of GDPR. The data protection supervisory authority in charge for us is:

LfDI Baden-Württemberg Mr. Dr. Stefan Brink
Lautenschlagerstraße 20
70173 Stuttgart

9. Are you obliged to provide your data?

Within the frame of your application we require those of your personal data, which are necessary to execute the application procedure. Without these data we will not be able to execute the application procedure and possibly conclude the employment agreement with you. However, we don't need any information from you, which is not usable according to General Act on Equal Treatment.

10. To what extent automated individual decisions or measures for profiling take place?

We do not use any solely automated processing procedures for reaching a decision.

As of: 24.03.2021