

Information to be provided pursuant to Article 13 of the GDPR where personal data are collected with regard to job applications

Protection of your personal data is important to us. We process the data you sent us in connection with your job application to check whether you are suitable for a job (or open position in our company, if any) and to complete the application procedure. This concerns data such as contact details, communication details, personal data, application documents and availability.

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| 1. Controller | The controller is: Maschinenfabrik NIEHOFF GmbH & Co. KG Walter-Niehoff-Straße 2 D-91126 Schwabach |
| 2. Contact details of the data protection officer | You may contact our data protection officer by writing an e-mail to: datenschutzbeauftragter@niehoff.de |
| 3. Purpose of and legal basis for processing | We process your data to complete the application procedure. It is admissible to process your data required to decide about the start of an employment relationship. The legal basis is Article 88 of the GDPR in combination with § 26 of the new German federal data protection act (BDSG) in the version of 2018-05-25. If data are required for legal actions after the application procedure was completed, data processing is based on our legitimate interests pursuant to Article 6 paragraph 1 point (f) of the GDPR. In this case, processing is necessary for the defence of legal claims. Provided we have obtained your consent for processing your personal data for specific purposes, it is lawful to process the data covered by the consent. This applies to your consent to include your application documents in the applicants tool to fill any future positions. Your data shall not be used for profiling in any case. |
| 4. Recipient of your personal data | Within our group of companies, only the people who need access to your data to fulfil the above-mentioned purposes get access to your data. This may also include people in other societies of the NIEHOFF group. An overview of the companies can be found here: https://www.niehoff-gmbh.info/de/niehoff-gruppe/standorte |
| 5. Transfer of data to a third country outside the EU | Your data shall only be transferred to a third country if the specific position is open in this third country. |
| 6. Period for which the personal data will be stored | Your data will be processed for the first time when they are collected; and usually, they will be erased 7 months after the application procedure was completed. |

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| | <p>In case you have consented to further storage of your personal data, we shall erase the data after the agreed period has expired.</p> |
| <p>7. Rights of data subjects</p> | <p>You have the following rights pursuant to Articles 12 to 18 of the GDPR if the legal requirements are met:</p> <p>Right of access to, rectification, erasure and restriction of processing of personal data as well as data portability, provided these rights are granted by legal provisions. To exercise your rights, please contact us using the contact details provided here or contact the responsible person.</p> <p>Furthermore, you have the right to object to any processing to safeguard legitimate interests if there are compelling reasons against data processing arising from your particular situation. We shall no longer process the personal data in case of a justified objection.</p> <p>You are entitled to contact a supervisory authority if you believe that processing of your personal data is illegal.</p> |
| <p>8. Right to withdraw your consent</p> | <p>If you have agreed to data processing by means of your declaration of consent, you may withdraw your consent at any time. We shall no longer process the personal data for the purpose they were collected for.</p> |