

## Information on Data Protection for our Job Applicants

In the following data protection notes, we inform you about how we process your personal data and about your data protection rights.

### 1. Who is responsible for data protection?

Seifert Logistics GmbH, Daimlerstr. 22 - 26, 89079 Ulm, represented by the managing directors Harald Seifert, Axel Frey and Marcel Voglmann, phone: +49 731 4000 0, mail: [info@seifert-logistics.com](mailto:info@seifert-logistics.com).

### 2. How to contact our data protection officer?

[Datenschutz@seifert-logistics.com](mailto:Datenschutz@seifert-logistics.com)

### 3. Which data do we process and where do they come from?

We process personal data that we receive from you in relation to your application. Especially the following data: master data (e.g. name, address, contact details, CV) or correspondence data (e.g. our correspondence with you).

### 4. Why do we process your data (purpose of processing) and on what legal basis?

#### a) Purpose of employment (§ 26 BDSG (German Federal Law on Data Protection)(new))

Personal data of employees may be processed for the purpose of employment, if this is necessary for the decision on the establishment of an employment relationship or for the development of an employment relationship after its establishment.

### 5. Who receives your personal data?

We do not transfer your personal data to any unauthorized third party.

### 6. Do we transfer data to third countries?

No. All data are processed in data processing centres that are located in Europe.

### 7. How long do we store your data?

We store your personal data only as long as necessary for the relevant contractual activities. This includes, beside the duration of the application process, data processing in relation to initiation and conclusion. In addition, we are subject to several storage and documentation periods resulting from AGG (General Act on Equal Treatment) and ZPO (Code of Civil Procedure). The storage and documentation periods required by law last six months.

### 8. Do you have to provide personal data?

You only have to provide the data necessary for the initiation, continuation and conclusion of the application process.

### 9. In which cases automated decision-making may be used?

We generally do not make any automated decisions in our application procedures, following art. 22 GDPR. In case we were to use these practises in certain cases, we would inform you individually.

## **10. How do we use your data for profiling?**

We use partly automated data processing in order to evaluate certain personal traits (so called "Profiling" art. 4 No 4 GDPR). For example, profiling is used to establish your potential interest in our products and services. This analysis is carried out through statistical methods using the past and present data of our clients. We use the results in order to approach you more precisely in relation to your needs and objectives.

## **11. What are your data protection rights?**

At any time you have the right to request confirmation as to whether we process personal data under the current law. You also have the right of access to the information itself (art. 15 GDPR, § 34 BDSG). You have the right to the rectification (art. 16 GDPR) deletion (art. 17 GDPR) and restriction of data processing (art. 18 GDPR). You also have the right to object to the processing of your personal data (art. 21 GDPR), to withdraw your consent to data processing or to request data transfer (art. 20 GDPR). In cases of data protection violations, you have the right of appeal to a supervisory authority (art. 77 GDPR, § 19 BDSG).