

## **Information about the processing of your personal data (for applicants)**

We hereby inform you about the processing of your personal data by wks Technik GmbH/wks Automation GmbH/wks International GmbH and your rights under the Data Protection Act.

### **Who is the controller responsible for data processing and who is the data protection**

#### **The controller responsible for data processing is**

wks Technik GmbH / wks Automation GmbH / wks International GmbH  
Gasanstaltstraße 10  
01237 Dresden  
Phone 0351 250 885 10  
Fax 0351 250 885 20)  
E-mail address [info@wksgroup.de](mailto:info@wksgroup.de)

You can contact our **data protection officer** at the above-mentioned address or under:  
[Datenschutzbeauftragter@wksgroup.de](mailto:Datenschutzbeauftragter@wksgroup.de)

### **Which data categories do we use and where do they come from?**

We process the information you have provided to us in connection with your application in order to assess your suitability for the position (or, if applicable, other open positions in our companies) and to carry out the application process (e.g., first name, last name, name affixes, nationality, contact details such as home address, (mobile) telephone number, e-mail address). This may also include special categories of personal data such as health data.

Your personal data are usually collected directly from you in the context of the employment process. In addition, we may have received data from third parties (e.g. job placement).

In addition, we process personal data that we have legitimately gained from publicly available sources (e.g. professional networks).

### **For what purposes and on what legal basis is data processed?**

We process your personal data in compliance with the provisions of the EU General Data Protection Regulation (GDPR), the Federal Data Protection Act (BDSG) and all other relevant laws.

First and foremost, data processing serves to justify the employment relationship. The primary legal basis for this is Art. 6 para.1 b) GDPR in conjunction with Art. 26 para. 1 BDSG. In addition, your separate consents according to Arts. 6 para. 1 lit a, 7 GDPR can be used as a data protection regulation permit.

Insofar as necessary, we also process your data on the basis of Art. 6 para. 1 f) GDPR in order to protect the legitimate interests of us or third parties (e.g. authorities). A legitimate interest on our part consists in particular in the assertion or defence against claims.

Furthermore, due to the European anti-terror regulations 2580/2001 and 881/2002 we are obliged to compare your data against the so-called “EU terrorist lists” to ensure that no funds or other economic resources are provided for terrorist purposes.

Data processing for statistical purposes.

If special categories of personal data are processed according to Art. 9 para.1 GDPR, this serves in the context of the application process for the exercise of rights or the fulfilment of legal obligations arising from employment law, social security law and social protection (e.g. recording of the severe disability due to additional leave and determination of the severe disability tax). The primary legal basis for this is Art. 9 para.2 b) GDPR in conjunction with Art. 26 para. 3 BDSG. In addition, the processing of health data may be necessary for assessing your ability to work according to Art. 9 para. 2 h) in conjunction with Art. 22 para. 1 b) BDSG.

Moreover, the processing of special categories of personal data may be subject to consent pursuant to Art. 9 para. 2 a) GDPR in conjunction with Art. 26 para. 2 BDSG.

If we wish to process your personal data for a purpose not mentioned above, we will inform you in advance.

### **Who receives your data?**

Your application data will be viewed by the Human Resources department upon receipt of your application. Suitable applications are then forwarded internally to the department heads for the respective open position. Subsequently, the further process is determined. In principle, only those persons in the company have access to your data, who need this for the proper execution of our application process.

Within our group of companies, your application data will be transmitted to specific companies if they centrally manage applicants for the affiliated companies in the group.

In addition, we use different service providers. In particular, this includes software providers who may also be aware of your personal data in connection with the maintenance and care of the systems. We have entered into a contract processing agreement with this provider, which ensures that the data processing takes place in a permissible manner.

In addition, we may transfer your personal information to other recipients outside the company to the extent necessary to fulfil the contractual and legal obligations. These can be e.g.:

- Authorities (e.g. pension funds, professional pension funds, social security funds, tax authorities, courts)

### **Which data protection rights can you assert as a data subject?**

You can request **information** about the data stored about you at the above mentioned address. In addition, under certain circumstances, you may request the **rectification** or the **erasure** of your data. You may continue to have **the right to restrict the processing** of your data and to have **the right to disclose the data you provide** in a structured, common and machine-readable format.

#### **Right to object**

**You have the right to object to the processing of your personal data for direct marketing purposes without giving reasons. If we process your data in order to safeguard legitimate interests, you can object to this processing for reasons that arise from your particular situation. We will then no longer process your personal information, unless we can demonstrate compelling legitimate grounds for processing that outweigh your interests, rights and freedoms, or the processing is for the purposes of asserting, exercising or defending legal claims.**

### **Where can you complain?**

You have the option of complaining to the above-mentioned Data Protection Officer or to a data protection supervisory authority. The data protection supervisory authority responsible for us is:

Saxon Data Protection Officer  
Bernhard-von-Lindenau-Platz 1  
D-01067 Dresden

### **How long will your data be stored?**

We will delete your personal information as soon as it is no longer necessary for the above purposes. In case of cancellation, your personal data will be kept for the time in which claims can be asserted against us (maximum 6 months).

In the event that you have consented to the further storage of your personal data, we will transfer your data to our applicant pool. There, the data will be deleted after two years, if no renewed communication with you has taken place.

If you have been awarded the contract as part of the application process, the data from the applicant data system will be transferred to our personnel information system.

### **Is your data transmitted to a third country?**

If we transfer personal data to service providers or group companies outside the European Economic Area (EEA), the transfer will only take place if the EU country has been confirmed by the EU Commission to have an adequate level of data protection or other appropriate data protection guarantees (e.g. mandatory corporate privacy rules or EU standard contract clauses). Detailed information on this as well as the data protection level of our service providers in third countries can be requested at the contact information above.

### **Are you obliged to provide your data?**

In the context of your application, you may need to provide the personal information necessary to establish the employment relationship and fulfil the related contractual obligations or that we are required to collect by law. Without this data, we will not be able to conclude the employment contract with you.