
DATA PROTECTION INFORMATION FOR JOB APPLICANTS

Data protection information for the processing of job applicant data in accordance with Art. 13, 14, and 21 of the General Data Protection Regulations (GDPR)

Amphenol-Tuchel Industrial GmbH

Dear Applicant,

Thank you for your interest in our company. In accordance with Art. 13, 14, and 21 of the General Data Protection Regulations (GDPR), we hereby inform you about how we will process the personal data that you submitted to us or that we collected about you, if any, in the course of the recruitment process and about your rights in this regard. In order to guarantee that you are fully aware of how your personal data will be processed in the course of our recruitment processes, please note the following.

1. CONTROLLER WITHIN THE MEANING OF THE DATA PRIVACY LAWS

Amphenol-Tuchel Industrial GmbH
August-Häußer-Str.10
74080 Heilbronn
Germany

+49 (0)7131 929-0

datenschutz@amphenol-automotive.de
www.amphenol.de

2. CONTACT INFORMATION OF OUR DATA PROTECTION OFFICER

Dominik Fünkner
datenschutzbeauftragter@datenschutzexperte.de

3. PURPOSE AND LEGAL BASES OF PROCESSING

We process your personal data in accordance with the rules of the European General Data Protection Regulations (EU-GDPR) and the German Data Protection Act (BDSG) insofar as this is necessary for our decision on whether to enter into an employment contract with you. The legal basis for this is Art. 88 GDPR in conjunction with Sec. 26 BDSG-new, and - as necessary - Art. 6 para. 1 letter b GDPR regarding the negotiation and execution of contracts.

Further, we process your personal data insofar as this is necessary to fulfil legal obligations (Art. 6 para. 1 letter c GDPR) or to defend us against legal claims that are asserted against us. The legal basis for this is Art. 6 para. 1 letter f GDPR. A legitimate interest can be, for example, a burden of proof in proceedings under the General Act on Equal Treatment (AGG). If you expressly consent to the processing of your personal data for specific purposes, the processing will be deemed legitimate based on your consent as provided under Art. 6 para. 1 letter a GDPR.

Any given consent can be withdrawn at any time to take effect in the future (see no. 9 of this data protection information.)

In the event that we enter into an employment contract with you, in accordance with Art. 88 GDPR in conjunction with Sec. 26 BDSG, we can continue to process the personal data that we received from you for the purpose of managing the employment contract, i. e. insofar as it is necessary to manage or terminate the employment contract or to exercise or fulfil any rights or obligations under any law, collective bargaining agreement, or other collective agreement for the company or your services to protect employees' interests.

4. CATEGORIES OF PERSONAL DATA

We will only process such data that are relevant for your application. These can be general data about you (name, street address, contact data, etc.), information about your professional qualifications or your school education, information about continued professional education, and other information, if any, that you provided to us in the course of your application.

5. SOURCES OF DATA

We will process personal data that we received from you by mail or e-mail within the context of your contacting us or your job application.

6. RECIPIENTS OF DATA

Within our company, we will forward your personal data to departments, units, or persons only who need these to fulfil their contractual or statutory obligations, or to pursue our legitimate interest.

We can transfer your personal data to companies affiliated with us, to the extent that this is allowed within the scope of the purposes and legal bases set out under no. 3 of this data protection information sheet.

Otherwise, data will only be transferred to recipients outside of our company insofar as this is allowed or required under the laws, or required to fulfil statutory obligations, or if we have your consent.

7. TRANSFER TO THIRD COUNTRIES

Personal data in the possession of the company will only be used for management or administrative purposes; however, the company can forward personal data about you to relevant third parties abroad from time to time and subject to appropriate security measures, for example, for the purpose of recruitment, secondment, or other purposes that result from our company's policies. The personal data that the company collects about you can be transferred to destinations outside of the EEA and Switzerland and stored there too. They can be processed by employees of the company who are located outside of the EEA or Switzerland, or employees of subsidiaries, or processors who were instructed by the company. Some of these destinations do not provide the same level of protection for personal data that is provided within the EEA or in Switzerland. Such transfers will be made for the same limited purposes and under similar levels of security that apply to the processing of your personal data in your own country. These transfers are made under the prerequisite that the members

employees of the company outside of the EEA or Switzerland, or the processors outside the EEA or Switzerland accept an agreement for the protection of personal data that is the same as the regulations in the EU and Switzerland in all material aspects.

8. DURATION OF DATA STORAGE

We will store your personal data as long as this is necessary for reaching a decision on your application. Your personal data or your application documents, respectively, will be deleted after a maximum of six months after the end of the recruitment process (e. g. the notification of rejection), insofar as it is not legally required or allowed to store it longer. We will store your personal data longer only insofar as this is required under the laws or in specific cases in order to assert, exercise or defend us against legal claims for the duration of a lawsuit.

If you consented to a longer storage of your personal data, we will store it in accordance with your declaration of consent.

If the job application process results in an employment contract, a contract for an apprenticeship or internship, your data will continue to be stored, for the time being and insofar as this is required or allowed, and then included in the personnel file.

After the end of the recruitment process, as the case may be, you may receive an invitation to have your data stored in our talent pool. This allows us to consider your application in the event of any future vacancies. If we have your consent to this, we will store your application data in our talent pool in accordance with your consent or future declarations of consent, if any.

9. YOUR RIGHTS

Every concerned person (“data subject”) has the right to access in accordance with Art. 15 GDPR, the right to rectification in accordance with Art. 16 GDPR, the right to erasure in accordance with Art. 17 GDPR, the right to restriction of processing in accordance with Art. 18 GDPR, the right to notification in accordance with Art. 19 GDPR, and the right to data portability in accordance with Art. 20 GDPR.

Furthermore, you are entitled to file complaints with a competent supervisory authority according to Art. 77 GDPR if you are of the opinion that the processing of your personal data is not in compliance with the laws. This right to file complaints is without prejudice to any other administrative or legal remedy that is available to you.

Insofar as the processing of your data is based on your consent, you will be entitled in accordance with Art. 7 GDPR to withdraw your consent to the use of your personal data at any time. Please note that such a withdrawal will take effect on future processing only. Any processing prior to the withdrawal is not affected by this. Please also note that we may need to store certain data for certain periods of time to comply with the statutory provisions.

Right to object

To the extent that the processing of your personal data is in accordance with Art. 6 para. 1 letter f GDPR in order to protect legitimate interests, you are entitled, in accordance with Art. 21 GDPR, to object against the processing of this data for reasons that are resulting from your

specific situation. We will then refrain from processing your personal data in the future, unless we can prove that there are urgent reasons in favor of the processing of the data that must be protected. These reasons must override your interests, rights, or freedoms, or the processing must serve the assertion, exercise, or defense of legal claims.

You are free to contact us with regard to the protection of your rights.

10. NECESSARY PROVISION OF PERSONAL DATA

The provision of personal data in the course of recruitment processes is neither required by law nor by contract. Therefore, you are not compelled to provide any personal data. Please note, however, that it is necessary for us to come to a decision regarding your job application or for entering into an employment contract. Insofar as you do not provide any personal data, we cannot come to a decision on entering into an employment contract with you. We recommend providing only such personal data in the course of your application for a job that are necessary for the recruitment process.

11. AUTOMATED DECISION-MAKING

Since the decision about your job application is not exclusively based on automated processes, this does not represent an automated decision-making process in the individual case within the meaning of Art. 22 GDPR.