

Information obligations according to Art. 13 GDPR (for applicants to AppliChem GmbH)

We hereby inform you about the use of your personal data that we collect as part of your application and provide you with further information in accordance with Art. 13 GDPR (EU General Data Protection Regulation):

Responsible Entity:

AppliChem GmbH
Ottoweg 4
D-64291 Darmstadt
Managing Director: Alberto López Ejarque

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E-Mail: info.de@itwreagents.com
URL: <https://www.itwreagents.com>

If you have any questions about data protection, you can contact our **data protection officer** Mr. Manfred Schlitt at any time at datenschutz.applichem@itwreagents.com.

Purpose of the processing of personal data:

The processing of personal data is carried out for the purpose of selecting applicants, for the purpose of recruitment, in particular for the decision on the establishment of an employment relationship, taking into account Art. 88 GDPR and § 26 BDSG.

The data is collected, stored and, if necessary, passed on internally by us to the extent necessary to process an application. An application is an offer from a jobseeker to an employer in the business sector to establish an employment or training relationship. This is sent by the applicant to the company by e-mail, post or online. The collection, storage, and forwarding are therefore carried out for the purpose of pre-contractual measures at the request of the data subject.

Furthermore, we may process personal data about you if this is necessary to defend against legal claims asserted against us in the application process. The legal basis for this is Art. 6 para. 1 lit. f GDPR.

If there is an employment relationship between you and us, we may, in accordance with § 26 para. 1 BDSG, we may further process the personal data already received from you for the purposes of the employment relationship if this is necessary for the performance or termination of the employment relationship or for the exercise or fulfillment of the obligations arising from a law or a collective agreement.

Legal basis for the processing of personal data: We process your personal data in accordance with the requirements and in compliance with the EU General Data Protection Regulation (GDPR), the German Federal Data Protection Act (BDSG) and sector-specific data protection standards that may apply to the employment relationship (German Social Security Code, Telecommunications Act, Works Constitution Act, etc.). The legal basis is Art. 6 para. 1 lit. b GDPR (initiation of the employment relationship), § Section 26 BDSG and Art. 88 GDPR. We process voluntary information as part of your application on the basis of Art. 6 para. 1 lit. a GDPR (consent), Section 26 para. 2 BDSG and Art. 88 GDPR.

Failure to provide this data may mean that the applicant cannot be hired.

Further processing will only take place if you have consented within the meaning of Art. 6 para. 1 lit. a GDPR (e.g. inclusion of your application in our applicant pool) or if there is a legal permission or we as a company are subject to corresponding legal obligations.

What are the sources of the data?

We process personal data that we receive from you as part of your application.

Additionally, to the extent necessary for the application process, we also process personal data that we lawfully obtain from third parties (e.g., courts, authorities, offices, or insurance companies).

Furthermore, we may process publicly available professional information that you have made accessible, such as a profile on professional social media networks. If we use other sources, we will inform you accordingly.

Recipients or categories of recipients:

Your personal data is shared exclusively within the company with individuals or departments involved in the application process. This also includes our HR Director at our sister company, Panreac, in Spain. There is no transfer of data to other third parties or to a third country.

How long are your data stored?

We store your personal data for as long as necessary to make a decision regarding your application.

If no employment relationship is established between you and us, we may continue to store your data if required for the defense against potential legal claims. In such cases, application documents will be deleted six months after the rejection decision is communicated, unless a longer retention period is necessary due to legal disputes or you have explicitly agreed to a longer storage period.

What data protection rights do you have?

Under the EU General Data Protection Regulation (GDPR), you have the right to access, rectify, delete, or restrict the processing of your data. You also have the right to withdraw consent, object to processing, and, if applicable, the right to data portability. Additionally, you are informed of your right to lodge a complaint with a supervisory authority.

The right of access and the right to erasure are subject to the limitations set out in §§ 34 and 35 of the German Federal Data Protection Act (BDSG).

Any consent you have given can be revoked at any time. Please note that the revocation applies only to future processing. Processing carried out before the revocation remains unaffected.

Automated decision-making, including profiling, does not take place.

As of 16.02.2022

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