

Information on data privacy in accordance with Articles 13, 14, and 21 of the General Data Protection Regulation (GDPR)

Privacy policy for applications to Heidelberg Druckmaschinen AG

We are pleased that you would like to apply to us. This is to inform you as a data subject about the processing of your personal data by Heidelberg Druckmaschinen AG (in the following: "Heidelberg") based on your application. Heidelberg would also like to inform you about your rights and entitlements with regard to data privacy. By providing this information, Heidelberg is fulfilling its obligations in this respect under Articles 13, 14 and 21 GDPR.

1. Who is the controller –i.e. the party responsible for processing the personal data?

The controller is:

Heidelberg Druckmaschinen AG
Kurfürstenanlage 52-60
69115 Heidelberg
Tel.: +49 (0)6221 92-00
Fax: +49 (0)6221 92-69 99
E-mail: information@heidelberg.com

2. Who can I contact if I have questions about data privacy?

Heidelberg's data protection officer can be contacted at:

Heidelberg Druckmaschinen AG
Data Protection Officer
Gutenbergring
69168 Wiesloch
datenschutzbeauftragter@heidelberg.com

3. Which sources and data categories are processed by Heidelberg?

We process data related to your application. This may be general data about you (such as your name, address and contact details), information about your professional qualifications and schooling, information about professional training, or other information provided to us

by you in connection with your application. We may also process job-related information that you have made publicly available, such as a profile on professional social media networks.

If we do not collect the data directly from you and you have an active profile on online job platforms such as Stepstone, or if you disclose an inactive or only partially active profile to us during the application process, we may also collect personal data via these platforms.

4. For what purposes and on what legal bases do we process personal data?

We process personal data about you for the purpose of your application for a possible employment relationship, where this is necessary for the decision on the establishment of an employment relationship with us. The legal basis for this is Section 26 para. 1 in conjunction with the second sentence of Section 26 para. 8 of the German Federal Data Protection Act (BDSG).

We may also process personal data about you if this is necessary for our defense against legal claims asserted against us in the application process. The legal basis for this is Art. 6 para. 1, lit. f GDPR; the legitimate interest is, for example, a burden of proof in proceedings under the German General Equal Treatment Act (AGG).

If your application results in an employment relationship between you and us, we may, pursuant to Section 26 para. 1 BDSG, further process the personal data already received from you for the purposes of the employment relationship if this is necessary to implement or terminate the employment relationship or to exercise or fulfill the rights and obligations of employee representation arising from a law or a collective bargaining agreement, works or service agreement (collective agreement).

If your application does not result in an employment relationship between you and us and provided you have given your consent, we may, pursuant to Art. 6 para. 1 lit a GDPR, store the personal data already received from you in our pool of applicants in order to be able to transmit an offer to you in the event of any future vacancies for which you might be suitable.

5. With whom will Heidelberg share your personal data?

Internally:

The recipients of the personal data contained in the application documents are the responsible personnel managers, the direct supervisors in the relevant departments and our company's personnel representatives.

Externally:

We may transfer your personal data to companies affiliated with us to the extent that this is permissible within the framework of the purposes and legal bases set out in section 4 or if you have given us your consent in accordance with Art. 6 para. 1 lit. a GDPR.-Apart from this, personal data is processed on our behalf on the basis of contracts pursuant to Art. 28 DSGVO, in particular by host providers or providers of applicant management systems.

We currently work with the following providers: rexx systems GmbH, Süderstrasse 77, 20097 Hamburg; INFO GmbH, Kloster Arnsburg, 35423 Lich.

Both Heidelberg and the providers use technical and organizational security measures in order to appropriately protect the data we collect from you. Our security measures are continuously improved in line with technological developments.

6. How long will Heidelberg store your personal data?

We will store your personal data for as long as is necessary to decide on your application. If an employment relationship is not established between you and us, we may also continue to store data to the extent that this is necessary for our defense against possible legal claims. The application documents will be deleted four months after notification of the rejection decision, unless it is necessary to store them for a longer period due to legal disputes.

7. Is your data transferred to a third country or international organization?

No data transfer to third countries (countries outside the European Economic Area – EEA) is envisaged.

8. What data privacy rights do I have?

Every data subject has the right to information 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 and the right to data portability in accordance with Art. 20 GDPR. The right to information and the right to erasure are subject to the restrictions of Sections 34 and 35 BDSG. You additionally have the right to lodge a complaint with a supervisory authority (Art. 77 GDPR in conjunction with Section 19 BDSG).

If the processing is based on consent, you have the right to withdraw this consent at any time without affecting the lawfulness of the processing carried out on the basis of the consent until withdrawal. You can contact us or our data protection officer at any time using the above-mentioned contact details.

9. Is there an obligation for you to provide your personal data?

The provision of personal data is neither legally nor contractually required, nor are you obliged to provide the personal data. However, the provision of personal data is necessary for the conclusion of a contract of employment with us. This means that if you do not provide us with personal data in an application, we will not enter into an employment relationship with you.

10. To what extent is there automated decision making in individual cases, including profiling?

There is no automated decision making in individual cases within the meaning of Art. 22 GDPR, i.e. the decision about your application is not based solely on automated processing.

11. Right to object

Right to object in individual cases:

You have the right to object at any time to the processing of personal data relating to you for reasons arising from your particular situation. Any such objection is on the basis of Art. 6, para. 1, lit. f GDPR (data processing based on the balancing of interests).

If you lodge an objection, we will cease processing your personal data unless we can demonstrate compelling legitimate grounds for this that override your interests, rights and freedoms, or unless the processing is being used to establish, exercise or defend legal claims.

The objection can be made in any form and should preferably be addressed to:

Heidelberger Druckmaschinen AG
Kurfürstenanlage 52-60
60115 Heidelberg