

Information Regarding the Handling of Your Application Data in Accordance

with Articles 13, 14, and 21 of the General Data Protection Regulation (GDPR)

Dear Applicant,

In the following statement, pursuant to the GDPR, we hereby inform you how your data is processed and what your rights are under the data privacy law.

Who is responsible for data processing and whom can you contact?

ABEL GmbH
Abeltwiete 1
21514 Büchen
Phone: +49 4155 818 0
datenschutz@abel.de

You may reach the responsible data protection officer at:

UIMC Dr. Vossbein GmbH & Co. KG Unternehmens- und Informations-Management Consultants

Otto-Hausmann-Ring 113
42115 Wuppertal, Deutschland
Phone: +49 202 946 7726 200
Fax: +49 202 946 7726 9200
knicholls@uimc.de
www.uimc.de

For what purpose do we process your data and on what legal basis?

On our Careers page, you can apply either proactively (in anticipation of future opportunities) or for posted open positions. To this end, we allow you to use our application portal, Taleo. Your personal data is processed solely with regard to the position posting in question and serves first and foremost to establish a future employment relationship (Article 6 Section 1 b) of the GDPR in conjunction with Paragraph 26 of the BDSG [Federal Data Protection Act, Germany]).

Within the scope of the consent you grant, we store your data in our application pool for further posted positions across our entire group of companies (Article 6 Section 1 a) of the GDPR). If a position within our group of companies matches your profile, the responsible manager will be granted access to your data. With your consent, you agree that you may be contacted by employees of our group of companies within the context of a personnel search. We store your data in an applicant pool until the applications process is closed, for no longer than one year. You may revoke this consent at any time.

There will be no automated preliminary decision regarding your application. Generally, your personal data is collected directly from you as a part of the

hiring process. We may additionally acquire data from third parties (i.e., Randstad Sourceright).

When necessary, we process your data in accordance with Article 1 Section 1 f) of the GDPR in order to protect our own legitimate interests or those of third parties (governmental authorities, as one example). Within our group of companies, this principle applies specifically for purposes of corporate management, internal communication, and other administrative purposes (i.e., central recruiting).

What types of data do we process?

We process personal data that you provide, for example, first and last name, home address, résumé, employment history, degrees and certifications, proof of qualification, severe disability, and cover letter.

Note regarding sensitive data:

We expressly inform you herewith that applications, especially résumés, CVs, certifications, and other data that you supply to us, may contain particularly sensitive details regarding mental and physical health, racial or ethnic origin, political opinions, religious or philosophical convictions, memberships in unions or political parties or about your sex life.

By providing such details in your application, you expressly declare your agreement that we may use this data for purposes of processing your application.

Processing of such data takes place in accordance with this statement of data privacy and other relevant legal regulations. Furthermore, processing of health information may be necessary to determine your ability to work in accordance with Article 9 Section 2 h) in connection with Paragraph 22 Section 1 b) of the BDSG.

To whom do we submit your data?

Within our corporation, only those persons and offices (for example, departments, work councils, representatives for the severely disabled) receive your data if required to fulfill our (pre-) contractual and legal obligations.

Additionally, we fulfill our legal and contractual obligations to some extent via various service providers who are listed hereunder.

Service Provider 1 and Service Provider's Data
Protection Statement

Randstad Sourceright EMEA B. V.

Diemermere 25
1112 TC Diemen
Niederlande

Service Provider 2 and Service Provider's Data Pro-
tection Statement

Oracle EMEA Limited

East Point Business Park
Fairview
Dublin
Irland

**Is data transmitted to a third party or an inter-
national organization?**

As a rule, transmission of your data to a country outside the EU does not occur. If service providers or other companies belonging to the group are deployed in a third country, these providers are obligated to uphold the EU's level of data protection.

How long do we store your data?

We delete your personal data as soon as it is no longer necessary for the purposes described above. Following termination of the application process, your personal data is stored for as long as we are legally required to do so. Normally, data is deleted six months after the application process has ended; your application is not automatically entered into an applicant pool.

Data is retained for a longer period if statutory regulations regarding deletion require otherwise or if you have agreed to a longer retention period.

Is there any obligation to provide data?

With respect to the application process, you must provide all personal data that is necessary to justify an employment relationship or that we are legally obligated to collect. Without this data, we are unable to conduct the application process with you.

What data protection rights do you have?

The following rights are afforded you pursuant to the statutory requirements stated in Articles 15-22 of the GDPR: The right to information, rectification, deletion, limitation of handling, and data portability. Moreover, in accordance with Article 13, Section 2b) in connection with Article 21 of the GDPR, the right of objection to processing is based on Article 6, Section 1f).

Under Article 77 of the GDPR, you have the right to lodge a complaint with the oversight authority if you are of the opinion that your data has not been processed lawfully. Please use the link provided; it will take you to the contact information for the responsible oversight authority.

https://www.bfdi.bund.de/DE/Infothek/Anschriften/Links/anschriften_links-node.html

Information regarding your right of objection under Article 21 of the GDPR:

You have the right at any time to lodge a complaint regarding the processing of your personal data for reasons arising from your particular situation, pursuant to Article 6, Section 1f) of the GDPR (processing of data based upon consideration of interests). Should you lodge a complaint, we will no longer process your data unless we can provide legitimate, compelling reasons that outweigh your interests or if the processing serves to enforce legal rights or to defend against them.

You have the right to lodge a complaint at any time regarding the processing of personal data for advertising purposes. Should you object to the processing for advertising purposes, your personal data will no longer be processed for such purposes.

The complaint can be made in open form and sent to the following email address.

datenschutz@abel.de