

Data protection information for applicants

In accordance with Art. 13 and 14 of the General Data Protection Regulation (GDPR)

Data protection is important to us. The following information explains how we use your personal data and outlines your rights.

1. Entity responsible for data processing and contact person

Sprimag Spritzmaschinenbau GmbH & Co.KG
Henriettenstraße 90
73230 Kirchheim unter Teck

Telefon +49 (0)7021 579-0
E-Mail: info@sprimag.de

CEO: Joachim Baumann

2. Contact details of the Data Protection Officer (DPO)

Bernd Knecht
Rotdornweg 7
73230 Kirchheim /Teck

Telefon +49 (0)7021 487628
E-Mail: datenschutz@sprimag.de

3. Purpose and legal basis on which we process personal data

We process all personal data in accordance with the provisions of the General Data Protection Regulation (GDPR), the German Data Protection Act (BDSG) and other relevant data protection regulations. Our contract documents, forms, consent forms and other information provided to you (e.g. on our website) contain further details and more information on why we collect data in those specific instances.

Processing may also be carried out electronically. This is particularly the case if you send us your application documents electronically, for example via email or via a contact form or applicant portal on the website. You can also use our Cryptshare server for the secure transmission of application documents. We will inform you about the use of this transmission method on our website.

3.1 Consent (Art.6 para.1 (a) GDPR)

In case you have consented to the processing of personal data, this consent will form the legal basis on which this data will be processed in that specific instance. This may be the case if we would like to include your application documents in our applicant pool so that we can contact you again at a later date if necessary. You have the right to withdraw this consent at any time with future effect.

3.2 for the establishment of an employment relationship (Art.88 GDPR in conjunction with §26 para.1 BDSG) or for the conclusion of a contract (Art.6 para.1 (b) GDPR in conjunction with EWG 44)

We process your personal data for the purpose of handling the application process with the aim of concluding an employment contract with you in the event of suitability and appropriate selection by us.

3.3 Compliance with legal obligations (Art.6 para.1 (c) GDPR)

We process your personal data if this is necessary to fulfill legal obligations. In addition, the disclosure of personal data may become necessary in the context of official/judicial measures for the purposes of gathering evidence, criminal prosecution or the enforcement of civil law claims.

3.4 Legitimate interests pursued by us or a third party (Art.6 para.1 (f) GDPR)

We may furthermore use your personal data where necessary based on a weighing of interests to pursue our or a third party's legitimate interest. We may do so for the following purposes:

- for the creation of applicant matrices to match your knowledge and skills with our requirements and to compare applicant profiles.
- for obtaining information and research on publicly accessible profiles on the Internet (e. g. Xing and LinkedIn).
- if you are invited to an interview in our house, we collect and store your details for registration and visitor registration
- to use tools to conduct online interviews and meetings if a face-to-face meeting is not possible due to geographical, scheduling or other circumstances

- for the limited storage of your data, if deletion is not possible or only possible with disproportionately high effort due to the special type of storage (e. g. in the mail archive or data backup).
- for enforcing legal claims and as evidence in legal disputes that are not directly related to our contractual relationship with you

4. Categories of personal data we process

We process the following data:

- personal details (such as e.g. name, birthday, education, industry sector)
- contact details (such as e.g. address, email address, telephone number)
- application documents (such as e.g. CV, certificates, certificates of professional competence, references)
- all information that you provide to us in connection with your application - including audio and video information in connection with the use of online meeting software and visitor registration data during on-site visits
- Publicly available job-related information that can be viewed, for example, in social media networks such as Xing or LinkedIn

5. Who will get to see your data?

Within our company, we only provide your personal data to those employees and divisions that need this data in order to fulfil our contractual and legal obligations or to pursue our legitimate interests. This includes management, works council, department- and team-managers. In exceptional cases also team members will be participated in the selection process.

In addition, the following offices may receive your data:

- contract processors used by us (Art.28 GDPR), service providers for supporting activities and other persons responsible within the meaning of the GDPR, in particular in the areas of IT services, logistics, courier services and mail, support/maintenance of IT applications, archiving, data destruction, telephony, website management, tax consultancy, auditing services, financial institutions
- in the event that contact has been established via personnel consultants / personnel brokers, certain data may also be passed on to these offices
- public bodies and institutions where there is a legal or official obligation under which we are obliged to provide information, report or pass on data or where the passing on of data is in the public interest
- bodies and institutions on the basis of our legitimate interest or the legitimate interest of the third party (e. g. authorities, credit agencies, lawyers, courts, experts and supervisory bodies)
- other places for which you have given us your consent for the data transfer

6. Transfer of personal data to a third country or international organization

We use in-house software for collaboration and electronic communication (online meetings, chat, etc.) from Microsoft Corporation, Redmond, USA. Although it has been agreed with Microsoft that the data will be hosted on German or European servers (Data Boundary Online Services), there is a theoretical possibility that, due to legal requirements in the USA, where the company's headquarters are located, third parties could gain access to personal data of the data subjects (CLOUD Act, Patriot Act, etc.). Such data transfer is based on the EU Standard Contractual Clauses 2021 (SCC), which contain further guarantees to comply with the level of data protection in accordance with Art.46 GDPR. In addition, Microsoft is certified in accordance with the EU-US Data Privacy Framework (DPF) and thus guarantees a level of protection comparable to that prescribed by the European General Data Protection Regulation.

Furthermore, no data processing takes place outside the EU or the EEA.

7. How long we'll keep your information?

We store your personal data for as long as is necessary for the decision on your application. Your data will be deleted no later than six (6) months after notification of the rejection decision, unless deletion conflicts with any other legitimate interests of our company. Other legitimate interest in this sense is, for example, a burden of proof in proceedings under the General Equal Treatment Act (AGG).

If we wish to include your data in our applicant pool and thus store it for a period of up to 18 months, we will ask for your consent. Consent is voluntary and refusal has no disadvantages.

In the event that we conclude an employment contract with you, the transmitted data will be stored for the purpose of processing the employment relationship in compliance with the statutory provisions.

8. To what extent do we use automated individual decision-making (including profiling)?

We do not use a purely automated decision-making process in accordance with Art.22 GDPR. Should we intend to use such a procedure at a later date, we will inform you of this separately.

9. Your data protection rights

You have the right of access under Art.15 GDPR, the right to rectification under Art.16 GDPR, the right to erasure under Art.17 GDPR, the right to restriction of processing under Art.18 GDPR and the right to data portability in accordance with Art.20 GDPR. **In principle, according to Art.21 GDPR, there is a right to object to the processing of personal data by us if the processing is based on a legitimate interest (Art.6 para.1 (f) GDPR). However, this right to object only applies if there are very special circumstances relating to your personal situation, whereby rights of our company may conflict with your right to object. You can also object to the processing of your personal data for the purpose of direct marketing at any time.**

If you wish to assert one of these rights, please contact the controller or our data protection officer. You will find the contact information under section 1. and 2. in this data protection information.

10. Your Right to lodge a complaint with the responsible supervisory authority

If you consider the processing of your personal data unlawful, you can lodge a complaint with a supervisory authority that is responsible for your place of residence or work or for the place of the suspected infringement (Art.77 GDPR). The supervisory authority responsible for us is:

The State Commissioner for Data Protection and Freedom of Information
Lautenschlagerstraße 20
70173 Stuttgart, Germany

Phone: +49 (0) 711 / 615541-0

Email: poststelle@lfdi.bwl.de

Web: <https://www.baden-wuerttemberg.datenschutz.de>

11. Scope of the data you are required to provide

You only need to provide the data that is required for the application process or that we are legally obliged to collect. Without this data, we will generally not be able to conclude an employment contract with you. If we request additional data from you, you will be informed separately of the voluntary nature of this information.

12. Status and Updating of this privacy policy

This information is current as of 20th May 2025. We reserve the right to update the privacy policy in due course in order to improve data protection and/or to adapt it to changes in official practice or case law.