

Privacy Information pursuant to Art. 13 GDPR for Applicants

Principles of data processing

Within the scope of the application process, your personal data is processed by the controller and stored for the period necessary to fulfil the specified purposes and legal obligations. In the following, we inform you about the data concerned, the manner in which it is processed, and the rights to which you are entitled in this regard, in particular with respect to the General Data Protection Regulation (GDPR).

Who is responsible for data processing?

The controller within the meaning of data protection law is:

rose plastic medical packaging GmbH, Rupolzer Straße 30, 88138 Hergensweiler

Further information about our company, details of the persons authorised to represent it, and additional contact options can be found in the legal notice on our website: <https://www.rose-medipack.de>

Our Data Protection Officer

We have appointed a Data Protection Officer in our company. You can contact the Data Protection Officer at:

IDKOM Networks GmbH - Data Protection Officer, Dieselstraße 1, 87437 Kempten
Mr. Thomas Hug, Email: datenschutz@idkom.de, Telephone: +49 831 59090-400

Purposes of processing

If we have received data from you, we will generally process it only for the purposes for which we received or collected it, for example:

- for the decision on the establishment of an employment relationship
- for correspondence with you
- for compliance with legal and statutory obligations
- for the defence against asserted legal claims

Processing for other purposes will only be considered if the relevant legal requirements pursuant to Art. 6(4) GDPR are met. In such a case, we will of course comply with any information obligations pursuant to Art. 13(3) GDPR and Art. 14(4) GDPR.

If you are hired, you will be informed separately about the then applicable rules for handling your personnel data, in particular with regard to the creation of personnel files.

What is the legal basis for processing?

The legal basis for the processing of personal data is generally the General Data Protection Regulation and the German Federal Data Protection Act, unless more specific legal provisions apply.

In particular, the following legal bases may be relevant:

- Consent (Art. 6(1)(a) GDPR)
Where you have given consent to the processing of personal data, the data will be processed exclusively for the purpose specified in the consent.
- Processing for the performance of contracts (Art. 6(1)(b) GDPR and Sec. 26 BDSG)
The processing of your personal data is carried out for the establishment, performance or termination of the employment relationship within the framework of the existing contract or for the implementation of pre-contractual measures.
- Processing based on a balancing of interests (Art. 6(1)(f) GDPR)

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Where necessary, your personal data will be processed beyond the actual performance of the contract. This processing serves to safeguard legitimate interests of rose plastic medical packaging GmbH or third parties.

- Processing for compliance with a legal obligation (Art. 6(1)(c) GDPR as well as Art. 88 GDPR and Sec. 26 BDSG).

rose plastic medical packaging GmbH is subject to various legal or statutory obligations (e.g. social security law, occupational safety, where applicable professional regulations for lawyers, tax laws), as well as supervisory requirements (e.g. bar associations).

- Where special categories of personal data pursuant to Art. 9(1) GDPR are processed, this serves, within the scope of the employment relationship, the exercise of rights or the fulfilment of legal obligations arising from employment law, social security law and social protection law. The processing is carried out on the basis of Art. 9(2)(b) GDPR in conjunction with Sec. 26(3) BDSG. In addition, the processing of health data may be necessary for assessing your ability to work pursuant to Art. 9(2)(h) GDPR in conjunction with Sec. 22(1)(b) BDSG. Furthermore, the processing of special categories of personal data may be based on consent pursuant to Art. 9(2)(a) GDPR in conjunction with Sec. 26(2) BDSG.

Where personal data is processed on the basis of your consent, you have the right to withdraw your consent from us at any time with effect for the future. Consent is given voluntarily. Failure to provide consent or withdrawal has no effect on the contractual relationship unless the processing is necessary for its performance. If we process data on the basis of a balancing of interests, you as the data subject have the right, subject to the requirements of Art. 21 GDPR, to object to the processing of your personal data.

Categories of personal data

We only process personal data that is necessary to fulfil the specified purposes (application process) and legal obligations. This may include the following personal data:

- Personal details (e.g. name, address, contact details, date of birth, place of birth, nationality)
- Family-related data (e.g. marital status, information about children)
- Curriculum vitae
- Qualifications (e.g. education, professional experience, language skills, further training)
- References, certificates
- Image and sound data (e.g. passport photo, video recording, audio recordings, other photographs)
- and, where applicable, further data comparable to the categories mentioned above

To which recipients is the data disclosed?

As a rule, your personal data will only be disclosed to third parties if this is necessary for the decision on the establishment of an employment relationship or, after the establishment of the employment relationship, for its performance or termination.

Your personal data may be disclosed, for example, to the following recipients:

- Human Resources department
- Department managers
- joint controllers with us

Transfer of personal data to a third country

It is not intended to transfer your personal data to a third country or an international organisation unless this is necessary for the establishment, performance or termination of the employment relationship with you. You will be informed separately about the details where required by law.

How long is the data stored?

We process the data for as long as this is necessary for the respective purpose. Where statutory retention obligations apply, for example under the German Social Code, German Commercial Code and

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German Fiscal Code, the relevant personal data will be stored for the duration of the retention period. Applications are stored for up to 6 months after the end of the application process; if you have given your consent to inclusion in the applicant pool, the application will be stored for a maximum of 1 year. After the retention period has expired, it will be reviewed whether further processing is necessary. If such necessity no longer exists, the data will be deleted. If the application process is followed by an employment, training or internship relationship, your data will initially continue to be stored to the extent necessary and permissible and will then be transferred to the personnel file.

Of course, you may at any time request information about the data stored about you by us and, where there is no longer any necessity for processing, request the deletion of the data or restriction of processing.

Your rights as a "data subject" - You have the right to:

- Pursuant to Art. 15 GDPR, to obtain information about the personal data processed by us concerning you. In particular, you may request information about the purposes of processing, the category of personal data, the categories of recipients to whom your data has been or will be disclosed, the planned storage period, the existence of a right to rectification, erasure, restriction of processing or objection, the existence of a right to lodge a complaint, the origin of your data if it was not collected by the controller, and the existence of automated decision-making including profiling and, where applicable, meaningful information about its details;
- Pursuant to Art. 16 GDPR, to obtain without undue delay the rectification of inaccurate personal data stored by the controller concerning you or the completion of such data;
- Pursuant to Art. 17 GDPR, to obtain the erasure of your personal data stored by the controller, unless processing is required for exercising the right of freedom of expression and information, for compliance with a legal obligation, for reasons of public interest, or for the establishment, exercise or defence of legal claims;
- Pursuant to Art. 18 GDPR, to obtain restriction of processing of your personal data where you contest the accuracy of the data, the processing is unlawful but you oppose its erasure, the controller no longer needs the data but you require it for the establishment, exercise or defence of legal claims, or you have objected to processing pursuant to Art. 21 GDPR;
- Pursuant to Art. 20 GDPR, to receive the personal data you have provided to the controller in a structured, commonly used and machine-readable format or to request its transmission to another controller;
- Pursuant to Art. 7(3) GDPR, to withdraw at any time your consent once given to the controller. This has the consequence that the controller may no longer continue the data processing that was based exclusively on this consent in the future; and
- Pursuant to Art. 77 GDPR, to lodge a complaint with a supervisory authority. As a rule, you may contact the supervisory authority of your habitual residence, your place of work or the registered office of our company.

In the case of an access request that is not made in writing, we ask for your understanding that we may then require proof from you that you are the person you claim to be.

Right to object

In particular, you have a right to object pursuant to Art. 21(1) and (2) GDPR to the processing of your data in connection with direct marketing where such processing is based on a balancing of interests.

Right to lodge a complaint

You have the right to lodge a complaint with a data protection supervisory authority regarding our processing of your personal data:

Bayerisches Landesamt für Datenschutzaufsicht, Promenade 27, 91522 Ansbach
Telephone 0981 531300, Fax 0981 53981300, Email: poststelle@lda.bayern.de, Website:
www.lda.bayern.de

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Requirement to provide personal data

The provision of your personal data within the framework of application processes is voluntary. However, we can only make a decision on the establishment of an employment relationship or establish an employment relationship with you if you provide such personal data as is necessary for the application process.

Automated decision-making

The decision regarding your application is not based exclusively on automated processing. Therefore, no automated decision-making in individual cases within the meaning of Art. 22 GDPR takes place. We process personal data that we receive from you by post or email in the course of initial contact or your application, or that you transmit to us via online application forms.

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