



DATA PRIVACY STATEMENT FOR CANDIDATES

We are glad that you are interested in our company and intend to apply or have already applied for a position with us. Please find below the information concerning processing of your personal data associated with your application. As regards our Internet presence, please also consider our data privacy statement, which can be found at <https://odu-connectors.com/privacy-policy/>.

Who is responsible for data processing?

Under the data protection law, the party responsible for data processing, controller according to Article 7.4 of the European General Data Protection Regulation (GDPR), is:

ODU GmbH & Co. KG
Pregelstraße 11
84453 Mühldorf
Phone: +49/8631/6156-0
Fax: +49/8631/6156-49

Further information regarding our company and authorized representatives as well as further contact details are available in our imprint data at <https://odu-connectors.com/imprint/>

What data do we process and for what purposes?

We process the data that you have sent or intend to send us in your application in order to prove your suitability for the concerned position (or possibly also for other vacant positions with our company or group of companies) and as part of the application assessment procedure.

Furthermore, we process your name, the name of the contact officer visited by you on our premises and the time of your visit for control of access to our business premises; on individual occasions, we also process your account details for payment transactions, such as reimbursement of your travel expenses.

What is the legal framework for our data procession?

Your personal data is processed as part of this application procedure primarily based on Article 26 of the German Federal Data Protection Act (BDSG), as amended most recently on 25 May 2018. It allows processing of the data necessary for an assessment if it would be reasonable to hire the concerned person. The legal framework for control of the access to our business premises is protection of our legitimate interests (protecting our property and corporate security).

If the data is still necessary after completion of the application procedure, for example, for the purpose of legal proceedings, the data may be processed under Article 6 of the GDPR, especially for protection of our legitimate interests in accordance with Article 6.1(f) of the DSGVO. In this case, our interests cover enforcement of our rights or defence against claims.

Is provision of data mandatory?

You should provide your data as an applicant because it is necessary for decision-making about your hire as well as for the conclusion of an employment or training contract with you. Lacking or incomplete applicant data can affect your chances for getting an offer to conclude a contract with us.

How long is data stored?

In case of a rejection, the applicant's data will be deleted after six months. If needed for legal proceedings, the data will be deleted after a legally effective completion of the court proceedings. The



data collected for the purposes of access control will be deleted maximum after 5 weeks, the data collected for reimbursement of travel expenses - after 10 years.

If you agree to the further storage of your personal data, we will include your data in our pool of applicants. Your data will be deleted from this pool in two years.

If you are offered a position as an outcome of the application procedure, your data will be transferred from the database of our applicants to the HR information system.

What recipients will receive the data?

We use the services of a specialised software provider for the application procedure. This provider may also access your personal data for system maintenance purposes. We have concluded a so-called order processing agreement with this provider to ensure that data is processed in a permissible manner.

Your applicant data will be viewed by the HR department after your application is received. Then short-listed applications will be transmitted to the officers responsible inside our organisation for the departments where the respective positions are vacant; moreover, the management, the employee council and the representative body for severely disabled employees will get insight into the data. If the respective position is vacant in one of our affiliates - Otto Dunkel GmbH or ODU Automotive GmbH - the short-listed applications will be transmitted to the officers responsible for filling of these vacancies at the respective departments as well as to the management, the employee council and the representative body for severely disabled employees. Then the procedure is coordinated further.

Generally, your data can be accessed within our organisation only by the persons who need to know it for proper procession of the received applications.

Where is the data processed?

The data is only processed in data centres within the European Union.

Your rights as the “data subject”

You have the right to obtain information about your personal data processed by us.

We hope for your understanding because in case of an inquiry submitted to us other than in writing we will most probably request proof from you in such a situation in order to confirm that you are actually the person you claim to be.

You also have the right to rectify or to erase or to restrict procession of your data to an extent legally allowed.

Moreover, you have the right to object against procession of your data to an extent permitted by law. The same can be said about the right to data portability.

Our Data Protection Officer

We have appointed in our company a Data Protection Officer who can be contacted at:

Franz Obermayer
Compliment AG
Phone: +49 (0)8683 98039-0
E-mail: info@compliment.de

Internal contact Person:
E-mail: datenschutz@ODU.de

Right to complain

You have the right to lodge a complaint to a data protection supervisory authority concerning how your personal data is processed by us.