

Information on the processing of Applicant Data according to Art 13 and 14 GDPR	DS0521e	confidentiality internal
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Distribution: departments, applicants

Information on the processing of Applicant Data

We are pleased that you are applying or have applied for a position in our company or our group of companies. We are happy to provide you with information on the processing of your personal data in connection with your application.

1 Name and contact information of the Controller

MAC Mode GmbH und Co. KGaA
Industriestr. 2
93192 Wald / Roßbach

You will find further information about our company, details of the persons authorized to represent us and also further contact options in our imprint on our website:

<https://mac-jeans.com/de-en/legal-notice>

2 Our Data Protection Officer (DPO)

We have appointed a Data Protection Officer in our company. You can reach her under the following contact options:

Dr. Marion Herrmann
Datenschutz Symbiose GmbH
Hundingstr. 12, 95445 Bayreuth
e-mail: datenschutz@mac-jeans.com

3 Processing of personal data

3.1 Categories of personal data

We process the data you have provided to us in connection with your application in order to assess your suitability for the position (or other open positions in our companies, if applicable) and to carry out the application process.

This data may include:

- master data (name, academic titles, address, date and place of birth, gender).
- marital status, children, religious affiliation and nationality
- contact and communication data
- profile data, information on your qualifications, especially schooling and vocational training and certifications

If necessary, information on health, e.g. disability status and other health data relevant to the workplace, may also be included, if you already supply this in the application process.

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3.2 Purpose of the processing

We process and use your personal data exclusively for the purpose of the application process. This includes all information necessary for the initiation of an employment relationship.

Your data will only be processed for purposes other than those mentioned above if such processing is compatible with the purposes of the employment relationship. We will inform you about such processing before further processing your data and, if necessary, obtain your consent.

3.3 Legal basis for the processing

The legal basis for processing your personal data for employment purposes is Section 26 BDSG (Federal Data Protection Act) in conjunction with Art. 6 (1b) GDPR.

Should the data be required for legal prosecution after completion of the application process, if applicable, data processing may be carried out on the basis of the requirements of Art. 6 GDPR, in particular to safeguard legitimate interests pursuant to Art. 6 (1f) GDPR. Our interest then consists in the assertion or defense of claims.

In individual cases, we may also obtain your consent to the processing or transmission of your data. In these cases, your consent is voluntary and can be revoked by you at any time for the future, unless otherwise agreed. You will not suffer any disadvantages from a non-consent or a possible later revocation of a consent.

3.4 Recipients of your personal data

Your application data will be reviewed by the HR department after receipt of your application. Suitable applications are then forwarded internally to the department heads for the respective open position. The further procedure is then coordinated. In principle, only those persons in the company have access to your data who require it for the proper conduct of our application process.

3.5 Duration of storing

Data of applicants will be deleted after 6 months in case of rejection.

In the event that you have agreed to further storage of your personal data, we will transfer your data to our applicant pool. There, the data will be deleted after two years.

If you are accepted for a position during the application process, the data from the applicant data system will be transferred to our HR information system.

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4 Disclosure of data to third parties

Your personal data will only be transferred or disclosed to external bodies if this is required by law, is necessary for the fulfillment of the contractual relationship, or if the company or an external body has a legitimate interest in the aforementioned sense and the transfer is permissible under data protection regulations.

We use a specialized software provider for the application process. This provider acts as a service provider for us and may also receive knowledge of your personal data in connection with the maintenance and care of the systems. We have concluded a so-called Data Processing Agreement with this provider, which ensures that the data processing is carried out in a reliable manner.

The data is processed exclusively in data centers in the Federal Republic of Germany.

5 Your rights as a data subject

As a person affected by data processing, you have various rights:

- **Right of revocation:** You may revoke any consent you have given to us at any time. The data processing based on the revoked consent may then no longer be continued for the future.
- **Right of access to personal data:** You can request information about your personal data processed by us. This applies in particular to the purposes of the data processing, the categories of personal data, if applicable, the categories of recipients, the storage period, if applicable, the origin of your data and, if applicable, the existence of automated decision-making including profiling and, if applicable, meaningful information on its details
- **Right to rectification:** You can request the rectification or the completion of your personal data stored by us.
- **Right to erasure:** You may request the erasure of your personal data stored by us, unless its processing is necessary for exercising the right to freedom of expression and information, for compliance with a legal obligations, for reasons of public interest or for the assertion, exercise or defense of legal claims.
- **Right to restriction of processing:** You may request restriction of the processing of your personal data if the accuracy of the data is disputed by you or if the processing of the data is unlawful but you object to its erasure. In addition, you have this right if we no longer need the data, but you need it for the assertion, exercise or defense of legal claims. In addition to that, you have this right if you have objected to the processing of your personal data.
- **Right to data portability:** You may request that we transfer your personal data that you have provided to us in a structured, commonly used and machine-readable format. Alternatively, you can request the direct transfer of the personal data you have provided to us to another responsible party, insofar as this is possible.

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- **Right to complain:** You have the right to complain about the processing of personal data by us to a data protection supervisory authority, e.g. if you believe that we are processing your personal data in an unlawful manner.

6 Right to object

If we process your personal data on the basis of a legitimate interest, you have the right to object to this processing. If you wish to exercise your right of objection, a notification in text form is sufficient. You are therefore welcome to write to us or contact us by e-mail. You can find our contact details under section 1 of this data protection notice.

7 Data processing online

The processing of certain personal data, including the IP-address of website visitors, also takes place via our website at www.mac-jeans.com. Supplementary data protection information can therefore be found online at <https://mac-jeans.com/de-en/privacy-policy>.

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