

Information on how your data is used and handled, and your rights according to the EU General Data Protection Regulation.

The protection of your personal data is very important to us. For this reason, we wish to inform you about our procedures for using your personal data in the context of the application process for employment with IDS Imaging Development Systems GmbH.

A note which is of paramount importance to us: IDS Imaging Development Systems GmbH uses your personal data solely for the purpose of managing the application process to fill vacant positions at IDS Imaging Development Systems GmbH. The only people who have access to your data are those who are actively involved in the application process for a position. Your personal data is not used except for the purpose of pursuing the application process.

The following text provides comprehensive information about the subject of data protection:

Who is responsible for processing the data and who is your data protection officer?

Data processing controller and who can I contact?

Data processing controller:

IDS Imaging Development Systems GmbH
Dimbacher Str. 10, 74182 Obersulm, Germany
Commercial register: Stuttgart HRB 106225
Managing directors: Jürgen Hartmann, Jan Hartmann, Alexander Lewinsky
E-Mail: info@ids-imaging.de

You can reach our **data protection officer** at: dataprotection@ids-imaging.com

What data categories do we use and where do they come from?

The categories of personal data we collect for processing on the basis of a possible justification (application phase) include in particular your master data (such as first name, last name, name affixes, nationality), contact information (such as private address, (mobile) phone number, e-mail address), and other data (e.g., qualification data, data about work activities, any police record, social data, banking information). These may also include special categories of personal data such as health data.

Your personal data is usually obtained directly from you in the course of the application process. In addition, we may also have received data from third parties (e.g., employment agency).

For what purposes and on what legal basis is your data processed?

We process your personal data in compliance with the provisions of the EU General Data Protection Regulation (GDPR), the Federal Data Protection Act (BDSG) – as amended in each case – and all other applicable laws (e.g., Works Constitution Act, Working Hours Act, etc.).

The processing of data serves mainly as the justification for an employment relationship. The primary legal basis for this is Art. 6(1b) GDPR in conjunction with Section 26(1) BDSG. In addition, collective agreements (corporate group, package deal and company agreements as well as collective wage arrangements) according to Art. 88(1) GDPR in conjunction with Section 26(4) BDSG and where applicable your separate consents according to Art. 6(1a), and Art. 7 GDPR in conjunction with Section 26(2) BDSG (e.g., for photographs) may also

be subject to a permission requirement for the purposes of data protection law.

We also process your data in order to be able to discharge our legal obligations, particularly in respect of the law relating to taxes and social insurance. This is done on the basis of Art. 6(1c) GDPR in conjunction with Section 26 BDSG.

If necessary, we also process your data on the basis of Art. 6(1f) GDPR to protect our own legitimate interests or those of third parties (e.g., government authorities). This applies particularly to internal communication and other administrative purposes.

If special categories of personal data are processed as part of the application process as defined in Art. 9(1) GDPR, this is used within the terms of the employment relationship to exercise rights or to fulfill legal obligations arising from the labour law, the law on social security and social protection, (e.g., providing health information to the health insurance fund, recording severe disability with regard to additional leave and calculating a compensation levy for non-employment of severely disabled personnel). This is done on the basis of Art. 9(2b) GDPR in conjunction with Section 26(3) BDSG. It may also be necessary to process health data for the purpose of assessing your ability to work in accordance with Art. 9 (2h) in conjunction with Section 22(1b) BDSG.

If we need to process your personal data for a purpose that is not included in the purposes listed above, we will inform you of this beforehand.

Who receives your data?

Within our company, your personal data is only made available to the people and offices (e.g., specialist field, representative body for employees with severe disabilities) which need it in order to fulfill our contractual and statutory obligations.

Within our corporate group, your data is transmitted to certain companies if these companies perform centralised data processing tasks on behalf of the affiliated group companies (e.g., Human Resources department, IT centralisation).

In certain instances, we also have recourse to various service providers in the context of order processing (e.g, external paper disposal company) in order to fulfill our contractual and legal obligations.

What data protection rights can you claim as the data subject?

You can request **information** about the data which has been stored regarding your person from the address given above. Under certain conditions, you can also require that your data be **rectified** or **erased**. You may also have **a right to restrict processing** of your data and **a right to receive the data you have provided** in a structured, commonly used and machine-readable format.

We are required by law to inform you of your right to object, as follows. However, we do not use your personal data for the direct marketing purposes referred to therein.

Right to object:

You have the right to object to processing of your personal data for direct marketing purposes without specifying a reason for your objection. If we process your data in order to safeguard legitimate interests, you can object to this processing for reasons relating to your particular situation. We will then discontinue processing your personal data unless we can prove the existence of compelling reasons worthy of protection that outweigh your interests, rights and freedoms or that the processing is designed to pursue, exercise or defend legal claims.

Where can you file a complaint?

You have the option to file a complaint with the data protection officer identified above or with the following data protection supervisory authority.

The state officer for data protection and freedom of information
Baden-Württemberg
Lautenschlagerstraße 20, 70173 Stuttgart, Germany
Phone: +49(0)7 11/61 55 41 - 0 Fax: +49(0)7 11/61 55 41 - 15
E-mail: poststelle@lfd.bwl.de

How long is your data stored for?

We erase your personal data as soon as it is no longer required for the purposes stated above and we are not permitted to store it any longer to protect our legitimate interests. It can also happen that personal data is stored for the period in which claims may be filed against us (statutory limitation period).

Is your data transferred to a third country?

We transfer employee data to countries that are not member states of the European Union or to other signatory states to the EEA Treaty only in conformance with the legal regulations that apply thereto and only for the specific purposes defined unambiguously above in the context of your employment relationship or in preparation therefor.

Are you obliged to provide your data?

In the course of the application process, you must provide the personal data which is necessary for carrying out the application process, or which we are obliged to collect by law. Without this data, we will not be able to complete the application process with you.