

Information according to Art. 13/14 GDPR for applicants

Name of the company (Art. 13 para. 1 lit. a GDPR)	CAM Energy GmbH
Contact details of the company (Art. 13 para. 1 lit. a GDPR)	Robert-Bosch-Strasse 3 49632 Essen (Oldb.)
Contact details of the data protection officer (Art. 13 para. 1 lit. b GDPR)	Stephan Menzemer c/o Graf von Westphalen GmbH Poststraße 9 - Alte Post 20354 Hamburg datenschutz@cam-energy.de
Categories of personal data processed	<p>Application documents, name, address, contact data, curriculum vitae, certificates, grades, evaluations, information on your professional career, other information that you have provided in your application, notes that we make, e.g. in the course of interviews</p> <p>Special categories of personal data pursuant to Art. 9 para. 1 GDPR: If applicable, health data voluntarily provided in the context of the application, e.g. if you have indicated the existence of a severe disability.</p>
What is your data used for? (Purpose of data processing Art. 13 para. 1 lit. c GDPR)	Decision on the establishment of an employment relationship
Legal basis for data processing	<p>Art. 6 para. 1 lit. b GDPR in conjunction with Sec. 26 Federal Data Protection Act (BDSG)</p> <p>Insofar as you have voluntarily given us your consent to process personal data for specific purposes: Art. 6 para. 1 lit. a GDPR or Art. 9 para. 2 lit. a GDPR. This consent can be revoked by you at any time. The revocation of consent does not affect the permissibility of the data processing taking place on its basis until the revocation.</p>
Any other recipients of the data (Art. 13 para. 1 lit. e GDPR)	Your personal data will only be passed on within our company to persons who are involved in processing your application and deciding on the establishment of an employment relationship. These are the human resources department and the responsible persons within the department in which the vacant position is to be filled.

	<p>If you apply for open positions at one of CAM Energy's other locations, your application will be forwarded there.</p>
<p>Any other recipients outside the EU / EEA (Art. 13 para. 1 lit. f GDPR)</p>	<p>A transfer of your data to recipients outside the EU/EEA takes place if you apply for open positions at our locations in Turkey or Vietnam.</p>
<p>How long do we store your personal data? (Art. 13 para. 2 lit. a GDPR)</p>	<p>If the application is successful, the data submitted by you will be stored in our data processing systems on the basis of Sec. 26 BDSG and Art. 6 para. 1 lit. b GDPR for the purpose of implementing the employment relationship.</p> <p>If the application is unsuccessful, you reject a job offer or withdraw your application, the data will be stored for up to 6 months after the decision whether to establish an employment relationship or not. After that, the data is deleted and the physical application documents are destroyed.</p> <p>Retention serves in particular as evidence in the event of a legal dispute. If it is apparent that the data will be required after the 6-month period has expired (e.g. due to an impending or pending legal dispute), the data will not be deleted until the purpose for continued storage no longer applies.</p> <p>Beyond this period, your data will only be stored by us if you have given us your consent to do so (e.g. for inclusion in a talent pool). Giving your consent is voluntary and is not related to the current application process. In particular, you will not suffer any disadvantages if you do not wish to consent to inclusion in the applicant pool.</p> <p>You can revoke your consent at any time without giving reasons. In this case, the data will be irrevocably deleted from the applicant pool, unless there are legal reasons for retention.</p> <p>The data from the applicant pool will be irrevocably deleted no later than two years after consent has been given.</p>
<p>From which sources, if any, do we collect data about you? (Art. 14 para. 2 lit. f GDPR)</p>	<p>If applicable, social career networks (LinkedIn) if you bring your profile to our attention or send us your application via LinkedIn.</p>
<p>What rights do you have? (Art. 13 para. 2 lit. b - d GDPR)</p>	<p>You have the right if the respective legal requirements are met:</p> <ul style="list-style-type: none"> • In accordance with Art. 7 para. GDPR to revoke your consent once given to us at any time provided that we process your data based on your consent. This has the

consequence that we may no longer continue the data processing based on this consent for the future;

- To request information about your personal data processed by us in accordance with Art. 15 GDPR;
- In accordance with Art. 16 GDPR to immediately demand the correction of incorrect or completion of your personal data stored by us;
- In accordance with Art. 17 GDPR to request the deletion of your personal data stored by us, unless the processing is necessary, for example, for the fulfillment of a legal obligation or for the establishment, exercise or defense of legal claims;
- To request the restriction of the processing of your personal data in accordance with Art. 18 GDPR;
- In accordance with Art. 20 GDPR, to receive your personal data that you have provided to us in a structured, common and machine-readable format or to request that it be transferred to another controller, and
- To lodge a complaint with a supervisory authority in accordance with Art. 77 GDPR. As a rule, you can contact the supervisory authority of your usual place of residence or workplace or our company headquarters.

In accordance with Art. 21 GDPR, you have the right to object at any time to the processing of your personal data based on Art. 6 para. lit. e or f GDPR for reasons arising from your particular situation.

Do we use your data in the context of automatic decision-making (Art. 13 para. 2 lit. f GDPR)

We do not use any fully automated decision-making pursuant to Art. 22 GDPR and, in principle, no "profiling". Should we use this in individual cases, we will inform you separately, if this is required by law, and obtain your prior consent if necessary.

Is there a legal or contractual obligation to provide the data or is it required to conclude a contract? What are the consequences if you do not do so? (Art. 13 para. 2 lit. e GDPR)

You provide us with the data on a voluntary basis. You are not legally or contractually obligated to do so. However, if you provide incomplete or no information at all, we will not be able to consider you further in the application process, as the data collected from you is required for the decision on the establishment of an employment relationship.

**Competent supervisory
authority for data
protection
(Art. 55 GDPR)**

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