

1. Privacy Notice for the Recruitment Process pursuant to Articles 13 and 14 GDPR at RVT Process

Equipment GmbH

The protection of your personal data is a top priority for us at RVT Process Equipment GmbH. As part of our recruitment process, we process personal data submitted by applicants in connection with their application. In this Privacy Policy, we inform you about the processing of your personal data and your rights under the General Data Protection Regulation (GDPR).

Below, we provide information about the purpose, type, and scope of data processing.

The data controller responsible for the processing of personal data is:

RVT Process Equipment GmbH, Im Gries 15, 96364 Marktrodach, Germany

Phone: +49 (0) 9261 55235 – 0, E-Mail: info@rvtpe.de, Website: www.rvtpe.com

The controller is the natural or legal person who alone or jointly with others determines the purposes and means of the processing of personal data (e.g., names, email addresses, etc.).

Our Data Protection Officer can be contacted at the above address, marked for the attention of "Data Protection Officer", or via: phone: +49 (0) 9261 55235 -755 or E-Mail: datenschutz@rvtpe.de

Categories of personal data:

We hereby provide you with information, in accordance with Articles 13 and 14 of the GDPR, regarding the processing of your personal data as part of the application process. We collect, process, and store your personal data—to the extent that you provide it as part of the hiring process—as soon as you apply to us. This data includes, among other things:

- Personal information such as basic personal data (e.g., name, date of birth, etc.) and contact information (e.g., address, phone number, email, etc.)
- Application materials (e.g., cover letter, resume, photo, certificates, proof of qualifications, etc.)
- Data regarding professional qualifications (e.g., education and training, work experience, additional qualifications, etc.)
- Where applicable, data subject to professional confidentiality (e.g., data regarding medical fitness and any limitations, etc.)
- Other data (e.g., severe disability, driver's licence information, residence permit, etc.)
- Additional information you provide to us as part of your application (e.g., salary expectations, availability, etc.)

Purpose of the Processing of Personal Data

We process the personal data you provide as part of the application process in order to review your application, conduct the selection process, and, if applicable, consider you for employment at our company.

Legal Basis for Processing:

The processing of your personal data during the application process is based on Article 6(1)(b) of the GDPR (processing necessary for the performance of a contract or for the implementation of pre-contractual measures) and Article 88 of the GDPR in conjunction with Section 26 of the BDSG (data processing in the context of employment). Accordingly, the processing of personal data that is necessary to make a decision regarding the establishment of an employment relationship is permitted.

If you provide us with your explicit consent (e.g., for the extended storage of your application documents), the processing is based on Article 6(1)(a) of the GDPR.

If, after the application process has been completed, the data is required for legal proceedings, data processing may take place on the basis of legitimate interests pursuant to Article 6(1)(f) of the GDPR. Our interest in such cases is to assert or defend against claims.

If special categories of personal data within the meaning of Article 9 of the GDPR are processed (e.g., health data), the legal basis is Section 26(3) of the BDSG or Article 9(2)(b) of the GDPR in conjunction with Article 6(1)(b) of the GDPR.

Data Security:

We implement technical and organizational security measures to protect your data from accidental or intentional manipulation, destruction, loss, alteration, unauthorized access, or unauthorized disclosure. Through the necessary technical and organizational measures, we ensure that an appropriate level of protection is maintained. Our security measures are continuously improved in line with technological developments.

Storage and Retention of Personal Data:

Your personal data will be stored for as long as necessary to decide regarding your application. If no employment relationship is established, your application documents will be deleted no later than six months after the conclusion of the application process (to defend against legal claims or any allegations under the General Equal Treatment Act), unless you have given us your consent to store them for a longer period or statutory retention periods preclude this.

If you give us your consent to be added to our candidate pool, we will store your application information for up to 24 months so that we can contact you about suitable job openings in the future.

If any processing relevant to accounting purposes has been carried out, such as the reimbursement of travel expenses, the data required for this purpose will be deleted in accordance with the statutory retention periods, which are generally 6 or 10 years.

If your application is successful and we enter into a contract with you, we will transfer the data collected during the application process to your personnel file.

Disclosure of Personal Data:

Generally, your personal data will only be disclosed to those individuals involved in processing your application (e.g., the Human Resources department, line departments, the works council, and management). Disclosure beyond this scope will only occur if it is necessary to comply with legal obligations (e.g., to government agencies).

Rights of Data Subjects:

At this point, we would like to inform you of your rights as a subject of data.

Under applicable data protection law, you have the following rights as a data subject (rights of access and intervention) with respect to the controller regarding the processing of your personal data; please refer to the cited legal basis for the respective conditions for exercising these rights:

- Right of access pursuant to Article 15 of the GDPR
 - Right to rectification under Article 16 of the GDPR;
 - Right to erasure (right to be forgotten) under Article 17 of the GDPR;
 - Right to restriction of processing under Article 18 of the GDPR;
 - Right to notification regarding rectification, erasure or restriction of processing pursuant to Article 19 of the GDPR
 - Right to data portability pursuant to Article 20 of the GDPR;
 - Right to object pursuant to Article 21 of the GDPR;
 - Right to withdraw consent pursuant to Article 7(3) of the GDPR;
 - Right to lodge a complaint with a supervisory authority pursuant to Article 77 GDPR. Contact information:
Bayerisches Landesamt für Datenschutzaufsicht (BayLDA)
Promenade 18, 91522 Ansbach, Germany
Phone: +49 (0) 981 180093-0, Fax: +49 (0) 981 180093-800
Email: poststelle@lda.bayern.de , Website: <https://www.lda.bayern.de/de/kontakt.html>
- If you have any questions regarding data protection, you may also contact our Data Protection Officer.

If you have any questions regarding the use of your personal data or would like to withdraw your consent to the processing of your personal data, please contact our Data Protection Officer directly. The same applies if you wish to exercise your rights regarding your data.