

Section I

General Information

1. Collection of personal data

The use of our career portal is open to anyone interested in employment with the ETO GRUPPE. In the following, we would like to inform you about the collection of personal data when using our career portal, which you are currently visiting and on which this data protection policy is available. Personal data is all data that can be related to you personally, e.g. name, address, e-mail addresses. We process your personal data in compliance with the provisions of the European Data Protection Regulation (GDPR), the Federal Data Protection Act NEW (BDSG) and all other relevant laws on the processing of personal data.

As a matter of principle, we only collect data that is required by law or contract or that is necessary for the establishment of an employment relationship. Without this data, we will normally not be able to process your application documents and consider them in the application process.

Insofar as we ask you to voluntarily provide personal data, there are no negative consequences associated with not providing this data. However, failure to provide it in individual cases may, for example, make communication with you more difficult or delay it.

2. Data controller, contact details of our data protection officer

“Data controller” pursuant to Art. 4 (7) GDPR is:

ETO GRUPPE TECHNOLOGIES GmbH

Hardtring 8

78333 Stockach

E-mail: info@etogruppe.com

Phone: +49 7771 809-0

or their subsidiaries ETO MAGNETIC GmbH, EKS Elektromagnetik GmbH, ETO SENSORIC GmbH, ETO DYNAMIC Digital GmbH or farmunited GmbH, provided you have applied to one of these companies.

You can contact our data protection officers at:

Representative for data protection

c/o ETO GRUPPE TECHNOLOGIES GmbH

Hardtring 8

78333 Stockach

E-mail: datenschutz@etogruppe.com

3. Legal basis of our data processing:

The legal bases of the data processing result from the provision of Art. 6 GDPR, whereby our data processing is predominantly performed

- on the basis of consent, Art. 6 (1) 1 lit. a GDPR for contract performance, Art. 6 (1) 1 lit. b. GDPR
- for the fulfillment of legal obligations, Art. 6 (1) lit. c. GDPR
- for the protection of legitimate interests, Art. 6 (1) lit. f. GDPR.

In accordance with Art. 13 GDPR, the underlying legal basis is specified below for the respective processing operations in this data protection declaration.

If we use contracted service providers for individual functions of our offer or would like to use your data for advertising purposes, we will inform you in more detail about the respective processes in this data protection declaration below. In doing so, we also state the specified criteria for the storage period.

4. Your rights as a data subject

In accordance with the GDPR, you have the following rights vis-à-vis us with regard to the personal data concerning you:

- Right to disclosure, Art. 15 GDPR
- Right to rectification, Art. 16 GDPR
- Right to erasure (“right to be forgotten”), Art. 17 GDPR
- Right to restriction of processing, Art. 18 GDPR
- Right to data portability, Art. 20 GDPR
- Right to object to processing, Art. 21 GDPR

If you believe that the processing of data concerning you violates data protection law, you have the right to lodge a complaint with a supervisory authority pursuant to Art. 77 GDPR. The right to lodge a complaint may, in particular, be enforced at a supervisory authority in the Member State in which you reside, or at the site of the alleged infringement. In Baden-Württemberg, the responsible supervisory authority is the State Commissioner for Data Protection and Freedom of Information, Königsstraße 10 a, 70173 Stuttgart.

5. Your rights of revocation and objection

Your right to withdraw your consent

You have the right to withdraw your consent at any time without affecting the lawfulness of the processing carried out so far. If consent is revoked, we will cease the corresponding data processing.

Your right to object in case of legitimate interests

Pursuant to Art. 21 GDPR, you have the right to object at any time, on grounds relating to your particular situation, to the processing of personal data concerning you that is collected on the basis of Art. 6 (1) lit. f) GDPR. We then no longer process your personal data

unless there are demonstrably compelling legitimate grounds for the processing which override the interests, rights and freedoms of the data subject, or the processing serves the purpose of asserting, exercising or defending legal claims.

Section II

Collection of personal data during informational use of our website, use of cookies and web analysis

Detailed information, including instructions on how to disable cookies, can be found at <https://www.etogruppe.com/informationen/datenschutz.html>

Section III

Collection of personal data when applying via our career portal

1. Data usage

When registering in our career portal, we process data from you that we need in the context of the job search, and for the purpose of the selection process and the initiation and execution of an application in our company. This may include contact details and all data related to the application (CV, certificates, qualifications, answers to questions, etc.) and, if applicable, correspondence conducted with you as part of the selection process or bank details (to reimburse travel expenses). We also process personal data that we have permissibly obtained from publicly accessible sources (e. g. press, media, job-oriented social networks, Internet) may process. As part of the selection process, we collect and process your personal data on the legal basis of Section 26 BDSG in conjunction with Art. 88 GDPR.

2. Access, editing, responsibility for content

You can access, edit and delete your data at any time in our career portal. You are responsible for the correctness of the posted data. Content that violates the law or the principle of morality may not be posted on the portal.

3. Storage and deletion

If there is no legal retention period, the applicant data will be deleted as soon as storage is no longer necessary. If no recruitment takes place, this is regularly the case no later than six months after completion of the application process.

If you have not been hired, but your application is still of interest to us, we will ask for your consent to keep your application in our talent pool for future openings.

4. Data recipient

Within the ETO GRUPPE, all personnel administration is carried out by ETO GRUPPE TECHNOLOGIES GmbH, which processes your data for this purpose. The associated data transfer takes place on the basis of Section 26 (1) BDSG (as amended) in conjunction with Art. 88 GDPR.

Data protection information

Art. 13 GDPR Career Portal

Only authorized employees of the individual HR departments or third parties involved in the application process have access to your data. All persons who have access to your data have been expressly obligated by us to maintain data secrecy.

Your personal data will, of course, be treated confidentially. We may pass on your data to external service providers (e.g. IT service providers for remote maintenance and support, hosting providers, data archiving providers, etc.) within the scope of strict, instruction-bound order processing.

5. Data transfer to third countries

Your personal data will not be transferred to countries outside the EU or the EEA.

However, our service providers may continue to use service providers (subcontractors) such as data centers that may be located in a third country. In these cases, too, a transfer of your personal data is only permitted if the European Commission has established an adequate level of data protection for the third country concerned, or if appropriate safeguards are provided, such as standard data protection clauses accepted by the Commission or the supervisory authority, and if enforceable rights and effective legal remedies are available to the data subject. Our service providers are contractually obligated to comply with these requirements.