Data protection information for applicants

With this data protection information, we inform applicants of Schulz Farben- und Lackfabrik GmbH ("**company**") about the collection, storing, processing and use of your personal data ("**data**") extent in the following:

The applicants only have to make available the data, which is necessary for a decision about establishing an employment relationship or the collection, to which the company is legally obligated. Without the provision of this data, the company will generally deny the conclusion of an employment contract.

In detail:

I.   Responsible body, data protection officer

entplexit GmbH

Oliver Greiner

Kölner Straße 12

65760 Eschborn

Tel: +49 6196 97344 - 10

Fax: +49 6196 97344 - 29

E-Mail: datenschutz@entplexit.com

II.   Origin of data and data categories

The company distributes as responsible body, for data which it gains within the frame of its contractual relation, from its applicants.

Furthermore the company processes data, which it legally gained and processes from public sources (e.g. LinkedIn, Xing, Google, Facebook, Monster).

SCHULZ	Tel. + 49 (0)6704/9388 – 0	Sitz Langenlonsheim
Farben- und Lackfabrik GmbH	Fax + 49 (0)6704/9388 – 50	Amtsgericht * Registergericht:
		Bad Kreuznach HRB 3316
An der Altnah 10	Info@schulz-farben.de	UST-ID-Nr. DE172294447
D-55450 Langenlonsheim	www.schulz-farben.de	
Postfach 244		Geschäftsführer:
D-55446 Langenlonsleim		Michael Schulz, Andreas Spieß
		Beirat:
		Dieter Schulz (Vors), Herta Schulz

Relevant data of applicants is core data (first name, family name, date of birth and place, citizenship, marital status, contact, life career, records, references, credentials, (e.g. identification data, proof of nationality).

III. Purpose and legal basis for the processing, data receiver

The company processes the data in unison with the regulations of the European data protection base regulation ("DS-GVO") and the Federal data protection act ("BDSG"). This means, the data may only be processed with an existing permission (especially if the data processing for the decision about the establishing of an employment relationship is required resp. legally required or took place based on legitimate interests of the company or third parties), or in individual cases the agreement of the applicable applicant is exists.

Within the company those bodies receive the data, who require these for contractual and legal obligations. Also order processors, assigned by the company (art. 28 DS-GVO) may receive data for the stated purpose. These are enterprises in the category IT-service, logistics, print service, telecommunication as well as advice and consulting. Information about applicants to receivers outside of the company are only transferred, if legal regulations allow or command such.

1. **For the purpose of an employment relationship, art. 6 sect. 1 b) DS-GVO, § 26 sect. 3 BDSG**

Data processing (art. 4 no. 2 DS-GVO) takes place for the purpose of decision about the establishment of an employment relationship between the company and the applicable applicant ("application management"). This applies to concrete applications as well as speculative applications. Examples:

a) collection, processing and use of core data, contact data, life career, references, credentials for the application management.

b) if the application concludes in an establishment of an apprenticeship or an employment relationship, the core data, contact, life career, references, credentials are then processed for the purpose of proceeding the employment relationship and used so. The applicants are then obligated, to complete their data for the establishing of an

employment (e.g. social security data). In the following a data transfer takes place with the social security offices and the applicable finance office.

2. Within the frame of weighing interests, art. 6 sect. 1 f) DS-GVO

If necessary, the company processes the data beyond the essential purpose of the application management to safeguard the legitimate interest of the company or third parties. Examples:

a) enforcement of legal claims or defense in legal arguments

b) guaranteeing IT-security and the IT-operation

Applicants have the right, for reasons which result from a special situation to revoke the processing of certain data. If an employee makes the applicable revoke, then the company will no longer process his/her data, unless, the company can prove urgent reasons worth protecting for the processing, or such a processing serves the enforcement, exercise or defense of legal claims.

3. Based on an agreement, art. 6 sect. 1 a) DS-GVO

Insofar as the applicant grants the company agreement for the processing of data for certain purposes, the legitimacy for the processing is given on the basis of the agreement. A granted agreement may at any time be revoked. The revoke is only effective for the future. Processing, which took place before the revoke, is not concerned.

IV. Storage data term

Insofar as necessary, the company processes and stores the data for the term of the application management process with the applicant. The processing, storage and use of the data by the applicable bodies according to figure III. 1 may in individual cases be extended in storage beyond the application management process. Examples:

a) storage according to figure III. 1. a) to b) collected and processed data for the purpose of making legal claims and defense with legal arguments, whereby the data in case of a

non-occurrence of the employment relationship without inappropriate delay is cancelled.

b) should an employment relationship be established, then according to figure III. 1. a) to b) the collected and processed data among others are processed for the purpose of employment relationship procedure. The resp. applicant will be informed in this case separate about the further processing of his/her data. Within the frame of weighing interest according to figure III. 2 collected and processed data is stored as long as this is based on a legitimate interest, is permitted. Furthermore the company succumbs to various storage and documentation obligations, which result from the commercial code and the revenue code, as well as social security obligations.

V.   Transfer of data to third countries or an international organization

A transfer to a third country or an international organization does not take place.

VI.   Data protection rights of applicants

The applicant has the right for information according to art. 15 DS-GVO in connection with §§ 29. 34 BDSG, the right of correction according to art. 16 DS-GVO, the right of cancellation according to art. 17 DS-GVO in connection with § 35 BDSG, the right of limitation of process according to art. 18 DS-GVO in connection with § 35 BDSG as well as the right of data transfer from art. 20 DS-GVO. Furthermore a right of appeal with a data protection agency (art. 77 DS-GVO) exists.