



## **IONITY GmbH – PRIVACY POLICY FOR APPLICANTS**

Information on how we process applicants' data in accordance with Articles 13, 14 and 21 of the General Data Protection Regulation (GDPR)

Dear Applicant,

Thank you for your interest in our company. In accordance with Articles 13, 14 and 21 of the General Data Protection Regulation (GDPR), we hereby wish to inform you of how we process the personal data which you provide as part of the application process and which we might collect from you, as well as the rights you have in this context. Please read the following information to ensure that you are fully informed about how personal data is processed as part of the application process.

### **1. CONTROLLER IN THE SENSE OF THE DATA PROTECTION REGULATIONS**

IONITY GmbH Moosacher Str. 84  
80809 Munich  
Email: [jobs@ionity.eu](mailto:jobs@ionity.eu)  
URL: [www.ionity.eu](http://www.ionity.eu)

### **2. CONTACT DETAILS OF OUR DATA PROTECTION OFFICER**

Contact: [datenschutz@ionity.eu](mailto:datenschutz@ionity.eu)

### **3. PURPOSES AND LEGAL GROUNDS OF PROCESSING**

We process your personal data in accordance with the provisions of the European General Data Protection Regulation (GDPR) and the German Federal Data Protection Act (BDSG) in so far as it is necessary to decide whether or not to establish an employment relationship with us. The legal grounds are provided by Article 88 of the GDPR in conjunction with section 26 of the BDSG as well as, under certain circumstances, Article 6, paragraph 1, point (b), of the GDPR in order to take steps prior to entering into a contract or performing a contract.

Furthermore, we can process your personal data in order to comply with legal obligations (Article 6, paragraph 1, point (c), GDPR) or in order to defend against legal claims filed against us. The legal grounds for this are provided by Article 6, paragraph 1, point (f), of the GDPR. For example, our legitimate interest might be a duty to provide evidence in proceedings under the German General Equal Treatment Act (AGG). If you provide us with your express consent to the processing of personal data for specific purposes, that processing is lawful as you have provided consent pursuant to Article

6, paragraph 1, point (a), of the GDPR. You can withdraw your consent at any time with future effect (see section 9 of this privacy policy).

If an employment relationship comes into existence between you and us, in accordance with Article 88 of the GDPR in conjunction with section 26 of the BDSG, we can process the personal data we have already received from you for the purposes of the employment relationship in so far as necessary to execute or terminate the employment relationship or to exercise or fulfil the rights and duties to represent the interests of our employees arising from a law or collective agreement.

#### **4. CATEGORIES OF PERSONAL DATA**

We only process data in connection with your application. This might be general data concerning you (e.g. your name, address and contact details), information about your professional qualifications and education, information about your professional training or other data you send us in connection with your application.

#### **5. SOURCES OF DATA**

We process personal data which we receive from you by post or email when you contact us or submit an application or which you send us through business portals (e.g. LinkedIn) or our website.

#### **6. RECIPIENTS OF DATA**

Regardless of whether you provided the data to us digitally or by post, your personal data will only be viewed by our HR department and prepared for the application process. If you provide us with your data digitally, we will use the recruitment platform of our processor Personio ([www.personio.de](http://www.personio.de)) in addition to our Office tools. Visit <https://www.personio.de/datenschutz> at any time for information on the data protection measures that have been implemented by our processor.

If you provide us with your data by post, the documents can be received by any employee and passed on to the HR department. All of our employees are on file and are obliged to maintain confidentiality in accordance with the GDPR (Article 5, paragraph 1 ff, and Article 32) as well as the German Telecommunications Act (TKG; section 88; secrecy of communications).

We will only disclose your personal data to the departments and persons within our company who require the data in order to fulfil contractual and legal obligations or serve our legitimate interest. As a rule, your personal data will only be shared with the relevant departments and persons with read access from a secure central data storage location.

Otherwise, your personal data will only be shared with recipients outside of the company where this is authorised by statutory provisions, the disclosure is necessary to comply with legal obligations or we have your consent.

## 7. TRANSFERS TO THIRD COUNTRIES

We do not intend to transfer your data to third countries.

## 8. PERIOD OF DATA STORAGE

We will store your personal data for as long as necessary to make a decision regarding your application. Your personal data and application documents will be erased no later than six months after the end of the application process (e.g. after a notification of rejection) unless storage for an extended period is legally necessary or admissible. Furthermore, we will only store your personal data where legally necessary or for the duration of a legal dispute if necessary for the establishment, exercise or defence of legal claims.

If you have consented to the storage of your personal data for an extended period, we will store your personal data in line with your declaration of consent.

If the application process results in an employment or training relationship or internship, we will initially continue to store your data where necessary and admissible and then transfer the data to your personnel file.

If we have your consent, we will store your application data in our talent pool in line with your consent and any future declarations of consent.

## 9. YOUR RIGHTS

Every data subject has the right to

- access information pursuant to Article 15 of the GDPR
- rectification pursuant to Article 16 of the GDPR
- erasure pursuant to Article 17 of the GDPR
- restriction of processing pursuant to Article 18 of the GDPR
- notification pursuant to Article 19 of the GDPR
- data portability pursuant to Article 20 of the GDPR

You also have the right to lodge a complaint with a supervisory authority in accordance with Article 77 of the GDPR if you believe that the processing of personal data relating

to you is unlawful. You have the right to lodge a complaint without prejudice to any other administrative or judicial remedy.

Where the processing of data is based on your consent, you are entitled under Article 7 of the GDPR to withdraw your consent to the use of your personal data at any time.

Please note that the withdrawal of consent is only effective going forward. It does not affect processing which took place before you withdrew consent. Please also note that we might have to store certain data for a certain period of time in order to meet statutory requirements (see section 8 of this privacy policy).

#### **Right to object**

Where your personal data is being processed for the purposes of a legitimate interest in accordance with Article 6, paragraph 1, point (f), of the GDPR, you are entitled to object, on grounds relating to your particular situation, at any time, to processing of personal data in accordance with Article 21 of the GDPR. In that case, we will no longer process the personal data unless we can demonstrate compelling legitimate grounds for the processing. These grounds must override your interests, rights and freedoms or serve the establishment, exercise or defence of legal claims.

Please do not hesitate to contact us if you wish to exercise your rights (see section 2 of this privacy policy).

## **10. NECESSITY OF THE PROVISION OF PERSONAL DATA**

The provision of personal data as part of application processes is not legally or contractually mandatory. As such, you are not obliged to provide information about your personal data. However, please note that a decision on an application about whether to enter into an employment contract with us requires your personal data. If you do not provide us with any personal data, we will be unable to decide whether to establish an employment relationship. When you apply, we recommend that you only provide the personal data which is necessary to complete the application.

## **11. AUTOMATED DECISION-MAKING**

No automated decision-making takes place in the sense of Article 22 of the GDPR, as the decision on your application is not based exclusively on automated processing.