

Privacy notice — Applicants

The following data privacy policy provides an overview of the collection, processing and use of your (the applicants) personal data from the employment relationship. According to Sect. 26 of Bundesdatenschutzgesetz (BDSG: *Federal Data Protection Law*) applicants are also part of the “employee” group within the scope of data privacy.

With the following information we would like to give you an overview of how your personal data is processed by us and what your rights are under the applicable data protection law. What kind of data will be processed in detail and how the data is used are based largely on the specific application process.

1. Who is responsible for data processing and whom may I contact?

The responsible body is:

Veolia Water Technologies Deutschland GmbH
Lueckenweg 5
29227 Celle
Germany
Phone: +49 (0)5141 803 0
Fax: +49 (0)5141 803 100
VeoliaWatertech.DE@veolia.com

You can reach our data protection officer at:

Merentis DataSec GmbH
Larissa Schwarz
Kurfuerstenallee 130
28211 Bremen
Germany
Phone: +49 (0)421 23804 65
Fax: +49 (0)421 23804 10
lschwarz@merentis.com

2. What sources and data do we use?

We process personal data that we receive from you during the course of the application process.

Type of data

Relevant personal data includes in particular personal information (first/last name, address and other contact information, date and place of birth, citizenship), identification data (e.g. ID card data) and authentication data (e.g. signature specimen), health data (e.g. disability information / severe disability), qualification certificates (e.g. certificates, assessments and other training certificates) and photos.

3. To what end do we process your data (purpose of processing) and on what legal basis?

We process your personal data in accordance with the EU General Data Protection Regulation (EU GDPR), Germany’s Federal Data Protection Act (BDSG), sector-specific data protection standards and company agreements, which may apply to the application process (SGB = Social Security Code, TKG = Telecommunications Act, BetrVerfG = Works Council Constitution Act, etc.).

3.1 To fulfill contractual obligations

Personal data (Art. 4 (2) of EU-GDPR) is processed in order to carry out the application process, taking into consideration Art. 88 of EU GDPR and Sect. 26 of BDSG. There is no contractual obligation.

<p>3.2 Within the framework of interest consideration</p>	<p>If necessary, we also process your information to protect our legitimate interest or the legitimate interests of third parties. For example:</p> <ul style="list-style-type: none"> • To assert any legal claims and provide defense in case of any legal disputes, • Video surveillance to safeguard the rights of the householder, to collect evidence in the case of robbery and fraud, • Measures for ensuring building and plant safety (e.g. access controls), • Measures for safeguarding the rights of the householder, • Measures for business management and further development, <p>To investigate offenses, your personal data may only be processed if factual evidence, which has to be documented, substantiates the suspicion that you have committed a crime, the processing is necessary for the investigation and your legitimate interest in being excluded from processing does not prevail, especially if the nature and extent are not disproportionate to the occasion.</p>
<p>3.3 Based on your consent</p>	<p>If you have given consent to process your personal data for specific purposes (e.g. send your application data to an affiliated company), the legality of processing is based on your consent. A given consent may be revoked at any time. Please note that revoking your consent only applies for the future. Data that were processed prior to revoking are not affected.</p>
<p>3.4 Based on legal requirements</p>	<p>As company we are also subject to various legal obligations (e.g. tax laws, social security codes). The purposes for processing data include, among other reasons, measures for fulfilling duties to control and report.</p>
<p>4. Who gets my data?</p>	<p>Within the company the bodies that need such information to handle the application process and fulfill statutory obligations will receive your information. Data processors that we commission may also receive the data for the mentioned purposes. Besides group companies, these are also companies belonging to the IT services category.</p> <p>With regards to transferring such data to recipients outside of the company, it is necessary to note that we comply with the applicable data protection regulations. We may only disclose information about you if statutory provisions require it, you have given your consent or we have been authorized to provide information. Under these prerequisites, recipients of personal data may be, e.g.:</p> <ul style="list-style-type: none"> • affiliated companies (for the purpose of the application process for other bodies) <p>Other data recipients may be bodies, for which you have given us your consent to provide information.</p>
<p>5. How long will my personal data be stored?</p>	<p>If necessary, we process and store your personal data for the duration of the application process. Your personal data will be deleted after fulfilling the purpose (application process) after six (6) months.</p> <p>As soon as the storage of data is no longer necessary for carrying out the application process and there are no statutory retention periods or you have not granted your consent for long-term storage (e.g. for further application processes), your personal data will be deleted promptly.</p>
<p>6. Are my data sent to a third country or an international organization?</p>	<p>Data is not transferred to third countries (countries outside of the European Economic Area - EEA), unless you have given us consent. Details will be provided to you separately if required by law.</p>

<p>7. What data privacy rights do I have?</p>	<p>Every data subject has the right under the applicable statutory provisions to:</p> <ul style="list-style-type: none"> • receive information about personal data concerning you • request their correction, deletion or limitation of processing • object to processing • data portability. <p>The restrictions under Sections 34 and 35 of BDSG apply to the right of information and deletion. In addition to that, you have the right to file an appeal to the competent data protection supervisory authority (Art. 77 of GDPR in conjunction with Sect. 19 of BDSG).</p>
<p>8. Am I obligated to provide my information?</p>	<p>During the application process, you must provide all personal data that is necessary for the application process. An obligation to provide us with such information does not exist. Without such data we will not be able to complete the application process.</p>
<p>9. To what extent do we utilize an automated decision-making process in individual cases?</p>	<p>We do not implement an automated procedure to decide on the implementation of the application process. If we should implement such a process in individual cases, we shall inform you about this separately, unless this is not required by law.</p>
<p>10. To what extent is my information used for profiling (scoring)?</p>	<p>We do not use data to create profiles (scoring) for the implementation of the application process.</p>

Information about your right to object

1. Right to object on individual case basis

For reasons relating to your particular situation, you have the right to object to the processing of your personal data at any time.

If you file an objection, we will no longer process your personal data, unless we are able to provide compelling grounds for such processing that outweigh your interests, rights and freedoms or if the processing serves the assertion, exercising and defense of legal claims.

The objection may be filed without having to follow any particular formalities and should be preferably directed to the following address:

Veolia Water Technologies Deutschland GmbH

Lueckenweg 5

29227 Celle

Germany

Phone: +49 (0)5141 803 0

Fax: +49 (0)5141 803 100

VeoliaWatertech.DE@veolia.com