

Below we inform you which personal data we collect from you in the event of an application, why we need it, how we process it and how you can contact us if you have any questions. We will of course treat your personal data confidentially and in accordance with the statutory data protection regulations. In the following, all personal designations are to be understood as gender-neutral. For reasons of easier readability, we only use the masculine form.

1. FOR WHAT PURPOSE DO WE PROCESS YOUR DATA?

We process your data as part of our recruiting process (personnel search and selection) to fill vacancies at Kontron Technologies GmbH and its customers.

You can apply for a specific position or send us an unsolicited application. A Kontron Technologies GmbH recruiter will then contact you by e-mail or telephone and inform you of the next steps in the recruiting process.

The recruiting process is supported by our recruiting software.

If you accept the separate voluntary declaration of consent in addition to this data protection information, we will keep a record of your data beyond the recruiting process. This enables us to inform you about future vacancies by e-mail or telephone and gives you the opportunity to apply to us again at a later date using your applicant profile.

2. ON WHAT LEGAL BASIS DO WE PROCESS YOUR PERSONAL DATA?

We process your personal data on the basis of your consent. We may not and will not process your personal data without your consent. In addition, your data will be stored for the fulfillment of legal obligations and for legitimate interests in connection with the assertion, exercise or defense of legal claims (e.g. claims under the Equal Treatment Act). You are not legally or contractually obliged to disclose your personal data. However, we cannot process your application or inform you about future vacancies without your personal data.

3. WHAT PERSONAL DATA DO WE COLLECT AND PROCESS?

The following categories of data are collected when the applicant profile is created and subsequently processed:

- Personal data (e.g. first name and surname)
- Address and contact details (e.g. address, telephone number, e-mail address)
- Application documents (e.g. CV, cover letter or references)
- Data on your professional experience (e.g. details of your previous jobs)
- Data on your education (e.g. details of school or university degrees)
- Professional requirements (e.g. professional profile, job description, desired level of employment, notice period, salary expectations)
- Other skills and qualifications (e.g. additional training, certificates, languages or hobbies)

In the course of the further recruiting process, your data will be completed by a recruiter from Kontron Technologies GmbH:

- Interview dates, interview notes and comments on your profile
- Applicant correspondence with Kontron Technologies GmbH employees
- Keywording and additional job profiles to make your profile easier to find in the applicant database
- Additional jobs that we suggest to you (provided you accept the separate voluntary declaration of consent)

Please note that health data, information on racial or ethnic origin, political, religious, trade union or sexual orientation are among the most sensitive data. We therefore ask you not to transmit such data to us

4. ACCURACY OF YOUR INFORMATION

We can only process your application properly if the information you provide is correct. By giving your consent, you confirm that the data you have submitted is complete and that all the information it contains is truthful.

5. DOES PROFILING TAKE PLACE?

There are no automated mechanisms in our recruiting process that lead to applicants being automatically eliminated from the application process.

Decisions regarding recruitment and selection are always made by the responsible employees of Kontron Technologies GmbH.

To make it easier to find your applicant profile in our applicant database using the integrated search function, it is keyworded and linked to suitable job profiles.

6. WHO HAS ACCESS TO YOUR DATA?

6.1 EMPLOYEES OF KONTRON TECHNOLOGIES GMBH:

In order to fulfill the purpose, the responsible employees of Kontron Technologies GmbH have access to the personal data that is collected and processed (see above).

Access is strictly regulated and usually only extends to the recruiters of Kontron Technologies GmbH and to managers and key employees of the relevant specialist departments. Our employees are bound to confidentiality and secrecy.

6.2 TECHNICAL SERVICE PROVIDERS:

Kontron Technologies GmbH uses external processors such as eRecruiter to support us in handling our recruiting process. Examples of such service providers are the manufacturer/renter of our recruiting software, who provide us with servers for software operation. These service providers have access to your data on a case-by-case basis for maintenance purposes. They are contractually bound to confidentiality and appropriate data security measures by an order processing agreement.

7. WHAT RIGHTS DO YOU HAVE?

Under the General Data Protection Regulation, you have the right to information, correction, revocation and deletion of your personal data. We would like to explain some of these rights in more detail below:

7.1. YOUR RIGHT TO INFORMATION AND CORRECTION

You will of course receive information about your personal data that is collected and processed by us. If your data is no longer accurate or incomplete, you can maintain it yourself via your applicant profile or request that it be corrected or supplemented.

7.1. YOUR RIGHT TO REVOKE AND DELETE YOUR PERSONAL DATA:

You can withdraw your consent at any time and exercise your "right to erasure/right to be forgotten". In this case, we are obliged to delete the personal data concerning you. The withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal.

As an applicant, you can assert your data protection rights centrally at the e-mail address recruiting@kontron-technologies.com.

8. HOW LONG YOUR PERSONAL DATA WILL BE STORED?

Your data will be stored for 7 months from receipt of your application, after completion of the application process. The basis for this is the application period in accordance with the General Equal Treatment Act (AGG). Your data will be stored and processed for the aforementioned period of 7 months from the time you take note of this data protection information.

If, in addition to the data protection information, you also accept the separate voluntary declaration of consent for the processing and record-keeping of your personal data beyond the recruiting process, your data will be stored and processed for 2 years from the date of consent.

You will receive an e-mail from us in good time before these deadlines expire in which you can (re)confirm your declaration of consent in order to continue using your profile. If you give us your consent again, your applicant profile will remain with <Kontron Technologies GmbH>. Without your consent, your profile will be deleted after expiry of the agreed period.

As described above, you can withdraw your consent at any time and request the deletion of your personal data. Please note that under certain circumstances, deletion may not take place immediately, but only after a delay, due to legal obligations or for the assertion, exercise or defense of legal claims.

We reserve the right to delete the profiles of applicants whom we have been unable to inform about suitable positions over a longer period of time. Should there be a vacancy of interest to you at a later date, you can create a new applicant profile at any time.

.9. WHO YOU CAN CONTACT?

If you have any questions or wish to exercise your rights, please contact:

Kontron Technologies GmbH Industriezeile 35, 4020 Linz

E-mail: recruiting@kontron-technologies.com