

SCHÄFERROLLS GMBH & CO. KG

PRIVACY POLICY

We are very pleased about your interest in our company. Data protection is extremely important to the owners of SchäferRolls GmbH & Co. KG. Using the SchäferRolls GmbH & Co. KG website is basically possible without providing any personal data. However, if an affected person wishes to use our company's special services through our website, personal data processing may be required. If the processing of personal data is required and there is no legal basis for such processing, we generally seek the consent of the data subject.

Processing of personal data, such as the name, address, email address or telephone number of a data subject, is always performed in accordance with the General Data Protection Regulation (GDPR) and in accordance with the country-specific data protection provisions applicable to SchäferRolls GmbH & Co. KG. Through this privacy statement, our company seeks to inform the public about the nature, scope and purpose of the personal data we collect, use and process. Furthermore, data subjects are informed of their rights under this privacy statement.

As the data processing controller, SchäferRolls GmbH & Co. KG has implemented numerous technical and organisational measures to ensure the most complete protection possible for personal data processed via this website. Nevertheless, Internet-based data transmissions can generally have security gaps so that absolute protection cannot be guaranteed. Therefore, every person concerned is free to submit personal data to us in alternative ways, for example by telephone.

1 Terminology definitions

The privacy statement by SchäferRolls GmbH & Co. KG is based on the terms used by the European directive and regulatory body in the adoption of the General Data Protection Regulation (GDPR). Our privacy statement should be easy to read and understand for the public as well as for our customers and business partners. To ensure this, we would like to explain the terminology used in advance.

We use the following terms in this privacy statement, including but not limited to:

a) Personal data

Personal data means any information relating to an identified or identifiable natural person (*data subject*); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

b) Affected person

Affected person is any identified or identifiable natural person whose personal data is processed by the controller.

c) Processing

Processing means any operation or set of operations which is performed on personal data or on sets of personal data, whether or not by automated means, such as collection, recording, organisation, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction.

d) Restriction of processing

Restriction of processing means the marking of stored personal data with the aim of limiting their processing in the future.

e) Profiling

Profiling means any form of automated processing of personal data consisting of the use of personal data to evaluate certain personal aspects relating to a natural person, in particular to analyse or predict aspects concerning that natural person's performance at work, economic situation, health, personal preferences, interests, reliability, behaviour, location or movements.

f) Pseudonymisation

Pseudonymisation means the processing of personal data in such a manner that the personal data can no longer be attributed to a specific data subject without the use of additional information, provided that such additional information is kept separately and is subject to technical and organisational measures to ensure that the personal data are not attributed to an identified or identifiable natural person.

g) Controller

Controller means the natural or legal person, public authority, agency or other body which, alone or jointly with others, determines the purposes and means of the processing of personal data; where the purposes and means of such processing are determined by Union or Member State law, the controller or the specific criteria for its nomination may be provided for by Union or Member State law.

h) Processor

Processor means a natural or legal person, public authority, agency or other body which processes personal data on behalf of the controller.

i) Recipient

Recipient means a natural or legal person, public authority, agency or another body, to which the personal data are disclosed, whether a third party or not. ²However, public authorities which may receive personal data in the framework of a particular inquiry in accordance with Union or Member State law shall not be regarded as recipients; the processing of those data by those public authorities shall be in compliance with the applicable data protection rules according to the purposes of the processing.

j) Third party

Third party means a natural or legal person, public authority, agency or body other than the data subject, controller, processor and persons who, under the direct authority of the controller or processor, are authorised to process personal data.

k) Consent

Consent of the data subject means any freely given, specific, informed and unambiguous indication of the data subject's wishes by which he or she, by a statement or by a clear affirmative action, signifies agreement to the processing of personal data relating to him or her.

2 Name and address of the person responsible for processing

The person responsible within the meaning of the General Data Protection Regulation, other data protection laws in the Member States of the European Union and other data protection provisions is:

Company SchäferRolls GmbH & Co. KG
Managing Directors Adrian Stoll, Silja Schäfer, Carsten Sohl,
Benzstraße 40
71272 Renningen, Germany
Phone 00 49 (0) 7159 / 806-0
E-mail [info\[at\]schaferrolls.com](mailto:info[at]schaferrolls.com)
Website www.schaferrolls.com

Company SchäferRolls GmbH & Co. KG
Data Protection Officer Uwe Frasch
Benzstraße 40
71272 Renningen, Germany
Phone 00 49 (0) 7159 / 806-168
E-mail [datenschutz\[at\]schaferrolls.com](mailto:datenschutz[at]schaferrolls.com)

3 Cookies

The Internet pages of SchäferRolls GmbH & Co. KG use cookies. Cookies are text files that are filed and stored on a computer system via an internet browser. Many Internet sites and servers use cookies. Many cookies contain a cookie ID, which is a unique identifier of the cookie. It consists of a string of characters by which internet pages and servers can be assigned to the specific Internet browser in which the cookie was stored. This allows visited Internet sites and servers to differentiate the individual browser of the data subject from other Internet browsers that contain other cookies. A specific internet browser can be recognised and identified by means of the unique cookie ID. By using cookies, SchäferRolls GmbH & Co KG can provide the users of this website with more user-friendly services that would not be possible without the cookie setting. A cookie enables the information and offers on our website to be optimised with the user in mind. Cookies enable us, as previously mentioned, to recognise the users of our website. The purpose of this recognition is to make it easier for users to utilise our website. For example, users of a website that uses cookies do not have to re-enter their access data each time they visit the website because this is done by the website and the cookie stored on the user's computer system. The data subject can prevent the setting of cookies by our website at any time by means of an appropriate setting of the Internet browser used and thus permanently deny the use of cookies. Furthermore, cookies that have already been set can be deleted at any time via an Internet browser or other software programs. This is possible in all common Internet browsers. If the data subject deactivates the setting of cookies in the Internet browser used, not all functions of our website may be fully usable.

3.1 Web tracking

Use of Google Analytics

This website uses Google Analytics, a web analytics service provided by Google, Inc ([Google](#)). Google Analytics uses [cookies](#), which are text files placed on your computer, to help the website analyse how users use the site. The information generated by the cookie about your use of this website is generally transferred to a Google server in the USA and stored there. However, if IP anonymisation is activated on this website, Google will shorten your IP address within Member States of the European Union or in other states party to the Agreement on the European Economic Area beforehand. Only in exceptional cases will the full IP address be transferred to a Google server in the USA and shortened there. On behalf of the website operator, Google will use this information for the purpose of evaluating your use of the website, in order to compile reports on website activity, and to provide other services relating to website activity and Internet usage for website opera-

tors. Google will not associate the IP address transferred in the context of Google Analytics with any other data held by Google.

You may refuse the use of cookies by selecting the appropriate settings on your browser. However, please note that if you do this you may not be able to use the full functionality of this website. You can also prevent the collection of data generated by the cookie and related to your use of the website (including your IP address) by Google and the processing of this data by Google by downloading and installing the browser plug-in available at the following link: <http://tools.google.com/dlpage/gaoptout?hl=de>.

This website uses Google Analytics with the extension `_anonymizeIp()`. This causes IP addresses to be processed in abbreviated form, which means that a direct link to a person can be ruled out (known as *IP masking*). Google Analytics is used in accordance with the conditions agreed with Google by the German data protection authorities.

Information from the third-party provider: Google Dublin, Google Ireland Ltd, Gordon House, Barrow Street, Dublin 4, Ireland, fax: +353 (1) 436 1001.

User conditions: <http://www.google.com/analytics/terms/de.html>

Overview of data privacy: <http://www.google.com/intl/de/analytics/learn/privacy.html>

the data privacy declaration: <http://www.google.de/intl/de/policies/privacy>.

Deactivating Google Analytics

You can prevent the collection of your data by Google Analytics by clicking on the following link: <https://tools.google.com/dlpage/gaoptout?hl=en-GB>. An opt-out cookie will be set which will prevent the collection of your data during future visits to this website: Deactivating Google Analytics.

Disabling cookies

You can set your browser so that you are informed about the setting of cookies and only allow cookies in individual cases, rule out the acceptance of cookies for certain cases or in general and activate the automatic deletion of cookies when closing the browser. The cookie settings can be managed under the following links for the respective browsers.

Firefox: <https://support.mozilla.org/de/kb/cookies-erlauben-und-ablehnen>

Explorer: <http://windows.microsoft.com/de-DE/windows-vista/Block-or-allow-cookies>

Chrome: <http://support.google.com/chrome/bin/answer.py?hl=de&hlrm=en&answer=95647>

Safari: https://support.apple.com/kb/ph21411?locale=de_DE

Opera: <https://help.opera.com/en/latest/web-preferences/#cookies>

You can also individually manage the cookies of many companies and functions that are used for advertising. To do this, use the corresponding user tools, available at <https://www.aboutads.info/choices/> or <http://www.youronlinechoices.com/uk/your-ad-choices>.

Most browsers also offer a *Do-Not-Track function* which allows you to indicate that you do not want to be tracked by websites. When this feature is enabled, your browser tells ad networks, websites and applications that you do not want to be tracked for behavioural advertising and the like. Information and instructions on how to edit this function can be obtained from the links below, depending on your browser provider:

Google Chrome: <https://support.google.com/chrome/answer/2790761?co=GENIE.Platform%3DDesktop&hl=de>

Mozilla Firefox: <https://www.mozilla.org/de/firefox/dnt/>

Internet Explorer: <https://support.microsoft.com/de-de/help/17288/windows-internet-explorer-11-use-do-not-track>

Opera: <http://help.opera.com/Windows/12.10/de/notrack.html>

Safari: https://support.apple.com/kb/PH21416?locale=de_DE

In addition, you can prevent the loading of scripts by default. *NoScript* only allows the execution of JavaScripts, Java and other plug-ins with trusted domains of your choice. Information and instructions on how to edit this function can be obtained from the provider of your browser (e.g. for Mozilla Firefox at: <https://addons.mozilla.org/de/firefox/addon/noscript/>). Please note that if you disable cookies, the functionality of this website may be limited.

Links to other websites and use of the social media *Share function*

Our websites contain links to external websites. We cannot accept any responsibility for the data protection strategies or the content of these external websites. Should you find any content on the linked websites that violates data protection or is otherwise illegal, please inform us accordingly at datenschutz@schaferrolls.com so that we can remove the relevant link if necessary. The social media Share function is implemented on our website exclusively as a link and not as a plug-in. This function allows you to share content from our website on the social media channels of Twitter, Xing and LinkedIn. Data is transmitted to the respective social media provider only if the respective button / link is used.

3.2 Use of Facebook and Facebook plugins (*Like button*)

Responsible for the company's presence on Facebook: see point 2 of this privacy policy, as well as: Facebook Ireland Ltd (hereinafter Facebook) 4 Grand Canal Square Grand Canal Harbour Dublin 2 Ireland.

We operate the Facebook page to draw attention to our services/products and to contact you as a visitor and user of the Facebook page and our website. Information about us as well as about our activities, companies etc. can be found on our website at <https://www.schaferrolls.com>. As the operator of the Facebook page, we have no interest in collecting and further processing your individual personal data for analysis or marketing purposes. Further information on our handling of personal data can be found in this data protection declaration. The operation of this Facebook page involving the processing of the personal data of users is based on our legitimate interest in providing up-to-date and supportive information and interaction opportunities for and with our users and visitors in accordance with Art. 6, Para. 1, Point (f) of the German Data Protection Act (DSGVO).

Processing of Personal Data by Facebook

The European Court of Justice (ECJ) ruled in its judgment of 5 June 2018 <http://curia.europa.eu/juris/document/document.jsf?text=&docid=202543&pageIndex=0&doclang=DE&mode=req&dir=&occ=first&part=1&cid=298398> that the operator of a Facebook page is jointly responsible with Facebook for the processing of personal data. We are aware that Facebook processes users' data for the following purposes: Advertising (analysis, creation of personalised advertising), Creation of user profiles, Market research. Facebook uses cookies to store and further process this information, i.e. small text files that are stored on the various user terminals.

If the user has a Facebook profile and is logged in to it, the storage and analysis also takes place across devices.

Facebook's privacy policy contains further information on data processing: <https://www.facebook.com/about/privacy/> Opt-out options can be set here: <https://www.facebook.com/settings?tab=ads> and here <http://www.youronlinechoices.com>. Facebook Inc., the U.S. parent company of Facebook Ireland Ltd., is certified under the EU-U.S. Privacy Shield and thus pledges to adhere to European data protection guidelines.

More information on Facebook's PrivacyShield status is available here: <https://www.privacyshield.gov/participant?id=a2zt0000000GnywAAC&status=Active>. The transmission

and further processing of users' personal data in third-party countries, such as the USA, as well as the associated possible risks for users cannot be ruled out by us as the operator of the site. Statistical data. Via the Insights of the Facebook page, statistical data of different categories is available to us. These statistics are generated and provided by Facebook. As the operator of the site, we have no influence on the generation and presentation. We cannot turn off this function or prevent the generation and processing of the data. For a selectable period of time and for the categories fans, subscribers, reached persons and interacting persons, Facebook provides us with the following data related to our Facebook page: Total number of page views, likes, page activity, post interactions, reach, video views, post reach, comments, shared content, responses, proportion of men and women, origin in terms of country and city, language, views and clicks in the shop, clicks on route planners, clicks on telephone numbers. Data on the Facebook groups linked to our Facebook page is also provided in this way. Due to the constant development of Facebook, the availability and processing of the data changes, so we refer to the aforementioned Facebook Privacy Policy for further details.

We use this data, which is available in aggregated form, to make our posts and activities on our Facebook page more attractive to users. For example, we use the age and gender distributions for an adaptive customer approach and we use the preferred visiting times of the users to optimise the planning and timing of our postings. Information about the type of devices used by visitors helps us to adapt the visual design of the articles accordingly. In accordance with the Facebook Terms of Use, which each user has agreed to as part of creating a Facebook profile, we may identify subscribers and fans of the Page and view their profiles and other shared information from them.

User rights

As only Facebook has full access to user data, we recommend that you contact Facebook directly if you wish to make requests for information or other questions about your rights as a user (e.g. right to deletion). If you need assistance with this or have any other questions, please feel free to contact us by email at datenschutz@schaeferrolls.com. If in the future you no longer wish to have your data processed as described here, please cancel the connection of your user profile to our site by using the function I no longer like this page.

Facebook plugins

Plugins of the social network Facebook, 1601 South California Avenue, Palo Alto, CA 94304, USA are integrated on our Facebook pages. You can recognise Facebook plugins by the Facebook logo or the Like button on our site. An overview of the Facebook plugins can be found here: <http://developers.facebook.com/docs/plugins/> When you visit our pages, a direct connection is established between your browser and the Facebook server via the plugin. Facebook thereby receives the information that you have visited our site with your IP address. If you click on the Facebook Like button while you are logged into your Facebook account, you can link the content of our pages on your Facebook profile. This enables Facebook to assign the visit to our pages to your user account. We point out, that we, as the provider of the pages, have no knowledge of the content of the transmitted data or its use by Facebook. For more information, please see Facebook's privacy policy at <https://de-de.facebook.com/policy.php> If you do not want Facebook to be able to assign your visit to our pages to your Facebook user account, please log out of your Facebook user account.

4 Collection of general data and information

The SchäferRolls GmbH & Co. KG website collects a series of general data and information each time the website is accessed by an affected person or an automated system. This general data and information is stored in the log files of the server.

The data that may be recorded includes (1) browser types and versions used, (2) the operating system used by the accessing system, (3) the website from which an accessing system accesses our website (so-called referrers), (4) the sub-web pages, which are accessed via an accessing system on our website, (5) the date and time of access to the website, (6) an Internet Protocol address (IP address), (7) the accessing system's internet service provider (ISP); and (8) other similar data and information used in the event of attacks on our information technology systems.

When using this general data and information, SchäferRolls GmbH & Co. KG draws no conclusions about the person concerned. Rather, this information is required to (1) properly deliver the contents of our website, (2) to optimise the content of our website and to promote it, (3) to ensure the continued functioning of our information technology systems and the technology of our website, and (4) to provide law enforcement authorities with the information necessary for law enforcement in the event of a cyber-attack. SchäferRolls GmbH & Co. KG therefore evaluates this anonymously collected data and information statistically and with the goal of increasing data protection and data security in our company in order to ultimately ensure the best possible level of protection for the personal data we process. The anonymous data of the server log files are stored separately from all personal data provided by an affected person.

SSL or TLS encryption

For security reasons and to protect the transmission of confidential content, such as orders or enquiries that you send to us as the site operator, we use SSL or TLS encryption. You can recognise an encrypted connection by the fact that the address line of the browser changes from http:// to https:// and by the lock symbol in your browser bar. If SSL or TLS encryption is activated, the data you transmit to us cannot be read by third parties.

5 Contact via the website

Due to statutory provisions, the website of SchäferRolls GmbH & Co. KG contains information that enables you to contact our company quickly and to communicate directly with us, which also includes a general address of the so-called electronic mail (email address). If an affected person contacts the person responsible for processing by email or through a contact form, the personal data provided by the data subject will be automatically stored. Such personal data, voluntarily transmitted by an individual to the person responsible for processing, is stored for the purpose of processing or contacting the data subject. This personal data is not disclosed to third parties.

The company SchäferRolls GmbH & Co. KG uses the MailPoet software for the automated dispatch of newsletters. You can unsubscribe from this SchäferRolls newsletter at any time. You can view the software operator's privacy policy at the following link: <https://www.mailpoet.com/privacy-notice/>

6 Routine deletion and blocking of personal data

The person responsible for processing processes and stores the personal data of the data subject only for the period necessary to achieve the purpose of the storage or as provided for in the law or regulation by the European directive and regulatory body or any other legislator, which the person responsible for processing is subject to.

If the storage purpose does not apply or if a storage period prescribed by the European directive and regulatory body or any other relevant legislator expires, the personal data will be routinely blocked or deleted in accordance with the statutory provisions.

7 Rights of the person concerned

a) Right to confirmation

Each data subject has the right, as granted by the European directive and regulatory body, to require the person responsible for processing to confirm whether personal data relating to him/her is being processed. If an affected person wishes to make use of this right of confirmation, they can contact an employee of the person responsible for processing at any time.

b) Right to information

Any person affected by the processing of personal data shall have the right granted by the European directive and regulatory body to obtain at any time, free of charge, from the person responsible for processing any personal data held about him or her and a copy of such information. Furthermore, the European directive and regulatory body has provided the data subject with the right to the following information:

- the processing purposes
- the categories of personal data being processed
- the recipients or categories of recipients to whom the personal data has been disclosed or is yet to be disclosed, in particular to recipients in third-party countries or to international organisations
- if possible, the planned duration for which the personal data will be stored or, if that is not possible, the criteria for determining that duration
- the existence of a right to rectification or deletion of their personal data or of a restriction of the processing by the person responsible or of a right to object to such processing
- the existence of a right of appeal to a supervisory authority
- if the personal data is not collected from the data subject: All available information about the origin of the data
- the existence of automated decision-making including profiling in accordance with Article 22 (1) and (4) of the GDPR and (at least in these cases) meaningful information about the logic involved and the scope and intended impact of such processing on the data subject

In addition, the data subject has a right to information as to whether personal data has been transmitted to a third-party country or to an international organisation. If that is the case, then the data subject has the right to obtain information about the appropriate guarantees in connection with the transfer.

If an affected person wishes to make use of this right to information, they can contact an employee of the person responsible for processing at any time.

c) Right to rectification

Any person affected by the processing of personal data shall have the right granted by the European directive and regulatory body to demand the immediate correction of inaccurate personal data concerning him/her. Furthermore, the data subject has the right to request the completion of incomplete personal data, including by means of a supplementary statement, taking into account the purposes of processing.

If an affected person wishes to make use of this right of rectification, they can contact an employee of the person responsible for processing at any time.

d) Right to deletion (right to be forgotten)

Any person affected by the processing of personal data shall have the right granted by the European directive and regulatory body to require the responsible person to immediately delete the personal data concerning him/her, provided that one of the following reasons is satisfied and the processing is not required:

- the personal data has been collected for such purposes or otherwise processed for which they are no longer necessary.
- the data subject withdraws the consent on which the processing was based pursuant to Article 6 (1) (a) of the GDPR or Article 9 (2) (a) of the GDPR and lacks any other legal basis for the processing.
- the data subject objects to the processing pursuant to Article 21 (1) of the GDPR and there are no legitimate reasons for the processing or the data subject objects to the processing in accordance with Article 21 (2) of the GDPR.
- the personal data was processed unlawfully.
- the deletion of personal data is necessary to fulfil a legal obligation under European Union law or national law of member states to which the person responsible is subject.
- the personal data was collected in relation to information society services offered pursuant to Article 8 (1) of the GDPR.

If one of the above reasons is correct and a data subject wishes to arrange for the deletion of personal data held by SchäferRolls GmbH & Co. KG, they may, at any time, contact an employee of the person responsible for processing. The employee of SchäferRolls GmbH & Co. KG will arrange that the deletion request is fulfilled immediately.

If the personal data has been made public by SchäferRolls GmbH & Co. KG and if our company is responsible for deleting personal data as the person responsible according to Art. 17 (1) of the GDPR, SchäferRolls GmbH & Co. KG will take appropriate measures, also of a technical nature, taking into account the available technology and the implementation costs, to inform other data controllers processing the published personal data that the data subject has requested that these other data controllers delete all links to such personal data or copies or replications of such personal data, if the processing is not necessary. The employee of SchäferRolls GmbH & Co. KG will arrange the necessary steps in individual cases.

e) Right to restriction of processing

Any person affected by the processing of personal data shall have the right granted by the European directive and regulatory body to require the responsible person to restrict the processing if one of the following conditions applies:

- the accuracy of the personal data is contested by the data subject for a period of time that enables the person responsible to verify the accuracy of the personal data.
- the processing is unlawful, the data subject refuses to delete the personal data and instead requests the restriction of the use of personal data.
- the responsible party no longer needs the personal data for the purposes of processing, but the data subject requires them to assert, exercise or defend legal claims.
- the data subject has objected to the processing in accordance with Article 21 (1) of the GDPR and it is not yet clear whether the legitimate reasons of the responsible party outweigh those of the data subject.

If one of the above conditions applies and a data subject wishes to arrange for the limitation of personal data held by SchäferRolls GmbH & Co. KG, they may, at any time, contact an employee of the person responsible for processing. The employee of the SchäferRolls GmbH & Co. KG will immediately initiate the restriction of processing.

f) Right to data portability

Any person affected by the processing of personal data shall have the right granted by the European directive and regulatory body to obtain the personal data concerning him/her provided to a responsible party by the data subject in a structured, common and machine-readable format. They also have the right to transfer this information to another person without hindrance by the person responsible, to whom the personal data was given, provided that the processing is based on the consent pursuant to Article 6 (1) (a) of the GDPR

or Article 9 (2) (a) of the GDPR or of a contract pursuant to Article 6 (1) (b) of the GDPR and the processing is carried out using automated procedures, unless the processing is necessary for the performance of a task which is in the public interest or in the exercise of public authority delegated to the responsible party.

Furthermore, in exercising their right to data portability under Article 20 (1) of the GDPR, the data subject has the right to effect that the personal data are transmitted directly from one person to another, insofar as this is technically feasible and provided that this does not affect the rights and freedoms of other persons. In order to assert the right of data portability, the data subject may at any time contact an employee of SchäferRolls GmbH & Co. KG.

g) Right to objection

Any person affected by the processing of personal data shall have the right granted by the European directive and regulatory body has the right to object at any time, for reasons of their own particular circumstances, to the processing of personal data concerning them pursuant to Article 6 (1) (e) or (f) of the GDPR. This also applies to profiling based on this provision.

SchäferRolls GmbH & Co. KG does not process the personal data in the event of an objection, unless we can prove compelling legitimate reasons for the processing that outweigh the interests, rights and freedoms of the data subject, or the processing is for the purposes of asserting, exercising or defending legal claims.

If SchäferRolls GmbH & Co. KG processes personal data in order to operate direct mail advertising, the data subject has the right to object at any time to the processing of personal data for the purpose of such advertising. This also applies to profiling insofar as it is associated with such direct mail. If the data subject objects to SchäferRolls GmbH & Co. KG processing for direct marketing purposes, SchäferRolls GmbH & Co. KG will no longer process the personal data for these purposes. In addition, the data subject has the right, for reasons arising from his/her particular situation, to object to the processing of personal data relating to him/her, which is carried out by SchäferRolls GmbH & Co. KG for scientific or historical research purposes or for statistical purposes pursuant to Art. 89 (1) of the GDPR, unless such processing is necessary to fulfil a public interest task.

In order to exercise the right of objection, the data subject may directly contact any SchäferRolls GmbH & Co. KG employee or other employee. The data subject is also free to exercise his right of objection, in connection with the use of information society services, notwithstanding Directive 2002/58/EC, by means of automated procedures using technical specifications.

h) Automated decisions in individual cases including profiling

Any person affected by the processing of personal data shall have the right conferred by the European directive and regulatory body not to be subject to a decision based solely on automated processing (including profiling), which has a legal effect on it or, in a similar manner, significantly affects it, unless the decision (1) is necessary for the conclusion or performance of a contract between the data subject and the controller, or (2) is permitted by European Union or Member State legislation to which the responsible party is subject and where such legislation contains appropriate measures to safeguard the rights, freedoms and legitimate interests of the data subject, or (3) with the express consent of the data subject.

If the decision (1) is required for the conclusion or performance of a contract between the person concerned and the person responsible or (2) it takes place with the express consent of the data subject, SchäferRolls GmbH & Co. KG shall take appropriate measures to safeguard the rights and freedoms and legitimate interests of the data subject, including at least the right to obtain the intervention of a person by the responsible party, to express his/her own position and to challenge the decision.

If the data subject wishes to assert its rights regarding automated decision-making, they can contact an employee of the party responsible for processing at any time.

i) Right to revoke a data protection consent

Any person affected by the processing of personal data shall have the right granted by the European directive and regulatory body to revoke consent to the processing of personal data at any time.

If the data subject wishes to assert its rights to revoke a consent, they can contact an employee of the party responsible for processing at any time.

8 Legal basis of processing

Article 6 (l) (c) of the GDPR provides our company with a legal basis for processing operations for which we obtain consent for a specific processing purpose. If the processing of personal data is necessary to fulfil a contract of which the data subject is a contracting party, as is the case, for example, in processing operations necessary for the supply of goods or the provision of any other service or consideration, the processing is based on Article 6 (l) (b) of the GDPR. The same applies to processing operations that are necessary to carry out pre-contractual measures, for example in cases of enquiries regarding our products or services. If our company is subject to a legal obligation which requires the processing of personal data, such as the fulfilment of tax obligations, the processing is based on Article 6 (l) (f) of the GDPR, our legitimate interest is the performance of our business for the benefit of all of our employees and our shareholders.

9 Legitimate interests in processing that are being pursued by the responsible party or a third party

If the processing of personal data is based on Article 6 (l) (f) of the GDPR, our legitimate interest is the performance of our business for the benefit of all of our employees and our shareholders.

10 Duration for which the personal data will be stored

The criterion for the duration of storing personal data is the respective statutory retention period. After the deadline, the corresponding data will be routinely deleted, if it is no longer required to fulfil the contract or to initiate a contract.

11 Statutory or contractual regulations for the provision of personal data; necessity for the conclusion of the contract; obligation of the data subject to provide the personal data; possible consequences of non-provision

We clarify that the provision of your personal data as part of the application process is voluntary. However, the provision of personal data is necessary for the processing of your application or the conclusion of an employment contract with us. When we obtain infor-

mation from your public profile on professional social networks, we base the processing on our legitimate interest in forming a basis for a decision to establish an employment relationship with you. The legal basis is Art. 6 (1) f) of the DSGVO in conjunction with Art. 9 (2) e) of the DSGVO. Furthermore, we may process personal data about you insofar as this is necessary for the defence of asserted legal claims against us arising from the application process. The legal basis for this is Art. 6 para. 1 b) and f) of the DSGVO. The legitimate interest is, for example, a duty of proof in proceedings under the German General Equal Treatment Act (AGG).

12 Data protection for job applicants

12.1 Responsible person

The company named in the job advertisement is responsible for the processing of personal data within the meaning of Art. 4 (7) DSGVO.

Contact details of the data protection officer of the company SchäferRolls GmbH & Co. KG: datenschutz@schaeferrolls.com

12.2 Data collection

As part of the selection process, we collect and process the following categories of personal data:

- contact details in your candidate profile (e.g. first and last name, country, email, phone number)
- information from the application form (this includes e.g. salary requirements, your motivation, if applicable)
- Information on disability (only if relevant for the advertised position)
- Application documents (including, for example, CV, cover letter, career development data, qualifications and language skills)
- References that you provide us with

We evaluate the results of cognitive performance tests using relevant reference groups, taking into account your profession and level of experience. We may also obtain the above data about you from other sources, including external business partners, e.g. recruitment agencies. We may also receive data that you have made public on professionally oriented social networks, e.g. Xing, LinkedIn, or that you submit to us via third-party websites, such as the Monster recruitment agency, or from other publicly accessible sources (only if the data has relevance to your professional life). The purpose is to contact you about job offers or to check the accuracy of your information from the application documents.

12.3 Nature and purposes of the processing of personal data

Your personal data will be processed exclusively for the following purposes:

- initiation and establishment of the employment relationship
- to contact you should you be considered for an alternative position.
- to contact you based on your unsolicited application.
- to send you personalised information about vacancies at SchäferRolls GmbH & Co. KG in accordance with the consent you have given.

12.4 Legal basis

We collect and process your personal data in order to offer advertised positions and to be able to carry out the selection procedure. The provision of your personal data as part of the application process is voluntary. However, the provision of personal data is necessary for the processing of your application or the conclusion of an employment contract with us. When we obtain information from your public profile on professional social networks, we base the processing on our legitimate interest in forming a basis for a decision to establish an employment relationship with you. The legal basis is Art. 6 (1) f) of the DSGVO in conjunction with Art. 9 (2) e) of the DSGVO.

Furthermore, we may process personal data about you insofar as this is necessary for the defence of asserted legal claims against us arising from the application process. The legal basis for this is Art. 6 para. 1 b) and f) of the DSGVO. The legitimate interest is, for example, a duty of proof in proceedings under the German General Equal Treatment Act (AGG).

12.5 Recipients of the data

Access rights to applicant data are restricted within the framework of an authorisation concept so that only persons who make decisions about job appointments have access rights, e.g.:

- responsible officer in the human resources department,
- team leader,
- managing director
- etc.

12.6 Your rights

12.6.1 Right to information

You have the right to information about the personal data stored about you in our company. Please contact the responsible person mentioned above.

12.6.2 Right of rectification or erasure

You can correct personal data by sending an e-mail to datenschutz@schaeferrolls.com. Under certain conditions you can also request the deletion of your data.

12.6.3 Right to restrict processing

Under certain conditions, you can request the restriction of the processing of your data, e.g. if the accuracy of your data is disputed and is to be verified by us.

12.6.4 Right to data portability

Under certain conditions, the data will be made available to you in a structured, common and machine-readable format.

12.6.5 Right to object to processing

You can object to the processing of your data on the basis of our legitimate interests. Further information can be found in the section Objection or revocation of your consent to the processing of your data. In addition, you have the right to complain to a supervisory authority at any time.

12.7 Retention period

We store your personal data for a period of 6 months after receipt of your application (unsolicited application) or after termination of the application process. This is necessary for the burden of proof in proceedings under the General Equal Treatment Act (AGG). Furthermore, we will store your data for this period in case there is an alternative vacancy for which you are a suitable candidate.

In addition, you can request the deletion of your candidate profile or the withdrawal of your application by contacting us at personal@schaferrolls.com.

12.8 Objection or revocation of your consent to the processing of your data

If you have given your consent (Art. 6 (1) a of the DSGVO) to the processing of your data (e.g. if you participate in a survey regarding your satisfaction with the application process), you can revoke this consent at any time. Once you have expressed it to us, such a revocation will affect our permission to process your personal data. Insofar as we base the processing of your personal data on the balance of interests (Art. 6 (1) f, DSGVO), you may object to the processing. This is the case, in particular, if the processing is not necessary for the performance of a contract with you, which is described by us in the chapter Nature and purposes of the processing of personal data. When exercising such an objection, we will ask you to explain the reasons why we should not process your personal data as we have done. If your objection is justified, we will review the situation and either discontinue or adapt the data processing or point out our compelling legitimate grounds for continuing the processing.

13 Existence of automated decision making

As a responsible company, we do not use automatic decision-making or profiling.

October 2024

SchäferRolls GmbH & Co. KG

datenschutz@schaferrolls.com