



INFORMATION ACCORDING TO ART. 13/14 GDPR FOR APPLICANTS VERSION: 2023

Name and contact details of the controller (Art. 13 para. 1 lit. a GDPR)

Gebr. Reinfurt GmbH & Co. KG
Niederhoferstr. 105, 97222 Rimpfing

Contact details of our data protection officer (Art. 13 para. 1 lit. b GDPR)

Stephan Menzemer, dsb@gvw.com

Categories of personal data we process

Salutation, first name, last name, date of birth, address, contact details, information on qualifications, curriculum vitae, photo, copies of job references, certificates of achievement and school and university education certificates, other information that you provide to us as part of your application.

What will your personal data be used for? (Purpose of data processing Art. 13 para. 1 lit. c GDPR)

Decision whether to establish an employment relationship with you.

Legal basis for the processing of your data

Art. 6 para. 1 lit. b, f GDPR, sec. 26 German Federal Data Protection Act (BDSG)

Legitimate interests in case of balancing of interests (Art. 13 para.1 lit. d GDPR)

In addition to a general suitability of candidates for open positions, we as an employer have an interest in only hiring people who are not on a statutory sanctions list. Should you be shortlisted for employment in our company, we are obligated to carry out a sanctions list check (see also the following information), as we would be prohibited by law, among other things, from paying employment compensation to listed persons.

Any other recipients of the personal data (Art. 13 para. 1 lit. e GDPR)

We may only pass on data to recipients within and outside the Kaman Group if this is necessary, if a legal provision requires this, if you have consented or if processors commissioned by us in accordance with Art. 28 GDPR have been contractually obligated

to comply with the requirements of the GDPR and the BDSG. Such parties will only can access your personal data only to the extent that this is required within the framework of the „least privilege“ principle (allocation of user rights to the smallest possible extent) and the „need-to-know“ principle (knowledge of data only if necessary). Your personal data will not be transferred to third parties for purposes other than those listed below as part of the application process.

In order to check whether there is no legal obstacle to your possible employment, we will transmit your name, address and date of birth to a service provider selected by us, who will carry out a check whether you are listed on a legal boycott or sanctions list. A data processing agreement has been concluded with this service provider in accordance with Art. 28 GDPR.

Other recipients may include:

- Appointed data protection officer (in the event of data protection issues in connection with the application),
- Lawyers, courts (in case of legal disputes related to the application),
- Management of the internal departments in which the open position is located.

Any other recipients outside the EU/EEA (Art. 13 para.1 lit. f GDPR)

Depending on the open position, it may be part of the job description to work closely with the US parent company of the group to which GRW belongs. Thus, to the extent necessary and legally permitted, your data may also be shared with other group companies of Kaman Corporation, 1332 Blue Hills Avenue, Bloomfield, CT, USA, for the purpose of evaluating your application. Contracts have been concluded with these companies on the basis of the EU standard contractual clauses pursuant to Article 46 para. 2 lit. c GDPR.

How long do we store your personal data? (Art. 13 para. 2 lit. a GDPR)

Up to 6 months after the decision whether to establish an employment relationship with you, unless you have given us your express consent regarding continued storage. If you are successful in an application process, the personal data required for the subsequent employment relationship will be transferred to the personnel file

From which data sources, if any, do we collect data about you? (Art. 14 para. 2 lit. f GDPR)

Legal sanctions lists of the relevant states; your information may be matched with your information in business networks (Xing, LinkedIn).

What rights do you have?

You have the right:

- In accordance with Art. 7 para. 3 GDPR to withdraw your consent once given to us at any time, insofar as we process your personal data on the basis of consent. This has the consequence that we may no longer continue the processing of your personal data in the future. The lawfulness of the processing carried out up to the time of the withdrawal is not affected by this.
- In accordance with Art. 15 GDPR to request information about your personal data processed by us. In particular, you can request information about the processing purposes, the categories of personal data, the categories of recipients to whom your data has been or will be disclosed, the planned storage period, the existence of a right to rectification, erasure, restriction of

processing or objection, the existence of a right of complaint, the origin of your data if it was not collected by us, as well as the existence of automated decision-making, including profiling, and, if applicable, meaningful information about its details.

- In accordance with Art. 16 GDPR to immediately demand the correction of incorrect or completion of your personal data stored by us.
- Pursuant to Art. 17 GDPR to request the erasure of your personal data stored by us, unless the processing is necessary for the exercise of the right to freedom of expression and information, for compliance with a legal obligation, for reasons of public interest or for the establishment, exercise or defense of legal claims.
- To request the restriction of the processing of your personal data in accordance with Art. 18 GDPR, insofar as the accuracy of the data is disputed by you, the processing is unlawful, but you object to its erasure and we no longer require the data, but you need it for the assertion, exercise or defense of legal claims or you have objected to the processing in accordance with Art. 21 GDPR.
- Pursuant to Art. 20 GDPR to receive your personal data that you have provided to us in a structured, common and machine-readable format or to request the transfer to another controller and
- Pursuant to Art. 77 GDPR to complain to a supervisory authority. As a rule, you can contact the supervisory authority of your usual place of residence or workplace or our company headquarters for this purpose.

Pursuant to Art. 21 GDPR, you have the right to object at any time, on grounds relating to your particular situation, to the processing of personal data concerning you which is carried out on the basis of Art. 6 para. 1 lit. e or f GDPR; this also applies to profiling based on these provisions. We will then no longer process your personal data unless there are compelling legitimate grounds for the processing which override your interests, rights and freedoms, or the processing serves us to establish, exercise or defend legal claims.

Do we use your personal data in the context of automated decision-making? (Art. 13 para. 2 lit. f GDPR)

In the event that you should be listed on a legal sanctions list, we will not be able to consider you further in the applications process, regardless of your knowledge. However, this does not involve automated decision-making including profiling within the meaning of Art. 22 GDPR.

Is there any legal or contractual obligation to provide the personal data or is it required for the entering into a contract? (Art. 13 para. 2 lit. e GDPR)

The data collected from you or about you are required for the decision on the establishment of an employment relationship. However, you provide us with this data on a voluntary basis. There is no legal or contractual obligation in this respect.

What are the consequences if you do not provide us with the required data? (Art. 13 para. 2 lit. e GDPR)

If the information is incomplete, we will not be able to consider you further in the application process.



High-Precision Ball Bearings

Competent supervisory authority for data protection (Article 55 GDPR)

Bavarian State Office for Data Protection Supervision

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