

Information Regarding Processing of Your Application Data in Accordance with Articles 13, 14 and 21 of the General Data Protection Regulation (GDPR)

Dear Applicant,

In the following, we provide you with information regarding the processing of your data and your data protection rights under the GDPR.

Who controls the data processing and to whom can you turn?

Your data is processed by the Coperion location (office or facility) responsible for filling the position. As a rule, this will be the local branch. In some cases, further Coperion locations may be involved in the recruiting process in a supporting role. You will find an overview of all Coperion locations here: <https://www.coperion.com/locations>

You may reach the Coperion GmbH external data protection officer in charge at this address:

c/o activeMind AG
Potsdamer Str. 3
80802 Munich / GERMANY
+49 (0) 89 91 92 94 900
Hillenbrand.GroupDPO@activemind.legal

For what purpose and on what legal basis do we process your data?

On our Careers page, you may apply either for posted position offerings, or you may apply proactively. Depending upon the Coperion location posting the position, applications are either handled via our Taleo application portal or the Gr8-People portal. Your personal data is processed solely in relation to the position posting in question and serves first and foremost to justify a future working relationship (Art. 6 Par. 1 Sect. 1 (b)) per the GDPR in connection with Section 26 of the German Federal Data Protection Act (BDSG).

No automated preliminary decision regarding your application will occur. In general, your personal data is collected from you directly in the course of the recruitment process. In addition, we may receive data from third parties (such as Randstad Sourceright).

Moreover, we process your data on the basis of Art. 6 Par. 1 (f) of the GDPR insofar as is necessary in order to preserve our legitimate interests or those of third parties e.g., authorities). Within our corporate group, this applies particularly for purposes of corporate management, internal communication, and other administrative purposes (such as central recruiting).

What types of data do we process?

We process personal data that you provide, such as first and last name, personal address, resume and/or CV, credentials, certifications of qualifications, severe disability status, and cover letter.

Note regarding sensitive data:

We hereby expressly point out that applications, in particular resumes/CVs, credentials and other data supplied by you to us, may contain especially sensitive details regarding physical and mental health, racial or ethnic origin, political opinions, religious or philosophical convictions, union or political party membership or your sex life.

If you submit such information in your application, in so doing you expressly declare that we may process said data for the purpose of processing your application. Processing of this data takes place in accordance with this Data Privacy Agreement and various applicable legal provisions. Moreover, processing of health data for determining your working capacity may be necessary in accordance with Art. 9 Par. 2 (h) of the GDPR in conjunction with Sect. 22 Par. 1 (b) of the BDSG.

To whom do we transfer your data?

Within our company, only those persons and positions (e.g., divisions, works councils, representatives for the severely disabled) receive your personal data if required to fulfill our (pre-) contractual and legal obligations.

In addition, depending upon the Coperion location, we may avail ourselves of the services of the following service providers to help fulfill our contractual and legal obligations:

Randstad Sourceright EMEA B. V.

Diemermere 25
1112 TC Diemen
The Netherlands

Oracle EMEA Limited

East Point Business Park
Fairview
Dublin
Ireland

Gr8People

19 West College Avenue
Suite 200
Yardley, PA 19067
United States

Is data transferred to a third country or an international organization?

As a rule, transfer of your data to a country outside the EU will not occur in the case of European applications. If, in the context of processing the contract, service providers or other companies within our corporate group are engaged who are located in a third country, these are obligated to maintain the level of data protection required within the EU.

For how long do we store your data?

We delete your personal data as soon as it is no longer necessary for the purposes named above. Following the conclusion of the application process, your personal data is stored for as long as we are legally required to do so. As a rule, deletion of transferred data occurs 6 months after the conclusion of the application process; your application is not automatically entered into an applicant pool.

Provided legal provisions for erasure prevent it or continued storage is necessary for evidentiary purposes, or if you have agreed to a longer storage period, data will be stored for longer in such case.

Does any obligation exist to provide data?

In the course of the application process, you must make personal data available that is necessary to justify the employment relationship or that we are legally required to collect. Without this data, we will not be able to carry out the application process with you.

What data protection rights do you have?

The following rights are available to you under the legal conditions per Articles 15 through 22 of the GDPR: the rights of access, rectification, erasure, restriction of processing, and data portability. Moreover, per Art. 13, Par. 2 (b) in conjunction with Art. 21 of the GDPR, the right of objection to processing is available to you under Art. 6, Par. 1 (f) of the GDPR.

Per Article 77 of the GDPR, you have the right to lodge a complaint if you are of the opinion that the processing of your personal data is not proceeding in accordance with the law. To do so, please use the link included here which will lead you to the contact information for the responsible oversight authorities in Germany:

https://www.bfdi.bund.de/DE/Infothek/Anschriften_Links/anschriften_links-node.html

You may find a listing of oversight authorities for other EU nations here:

<https://www.bfdi.bund.de/DE/Service/Anschriften/Europa/Europa-node.html>

Information regarding your right of objection in accordance with Art. 21 of the GDPR:

You have the right, for reasons arising from your particular situation, to file an objection to the processing of your affected personal data taking place under Art. 6, Par. 1 (f) of the GDPR (data processing on the basis of balance of interests). If you submit an objection, your personal data will no longer be processed unless we can demonstrate compelling reason worthy of protection that outweighs your interests, or that the processing serves to validate legal claims or the defense of legal claims.

You have right to object to the processing of personal data for advertising purposes at any time. If you object to processing for advertising purposes, we will no longer process your personal data for this purpose.

Objection can take place with no formal conditions and can be sent to the following email address:

E-Mail: dataprivacy@coperion.com