

Information of data protection for our applicants

As a (potential) employer, we, Vinnolit GmbH & Co. KG, process personal data of our applicants.

The protection of personal data is an important concern for us. We process personal data only in accordance with the applicable data protection requirements, in particular the General Data Protection Regulation (DS-GVO) and the Federal Data Protection Act (BDSG).

In the following, you will find information about Vinnolit and our data protection officer. In addition, we would like to give you an overview of the processing of your personal data in the application process as well as your rights with regard to the processing of the data.

For more information about the processing of your personal data in the application process and when using our careers website, and about your rights in relation to the processing, please refer to our detailed data protection information on our careers website:

<https://www.vinnolit.com/en/privacy/>

Who is responsible for data processing?

Vinnolit GmbH & Co KG
Carl-Zeiss-Ring 25
85737 Ismaning
info@vinnolit.com
+49 89 96103-0

How can you reach our data protection officer?

Andreas Ofner
Vinnolit GmbH & Co KG
Industrieparkstraße 1
84508 Burgkirchen
+49 (0) 8679 7-4803
andreas.ofner@vinnolit.com

For what purposes and on what legal basis do we process personal data?

We process personal data of our applicants for the following purposes:

- Conducting the application process, in particular reviewing applications, contacting the applicant and conducting interviews to evaluate and select suitable applicants.
- Participation of the works council in the hiring process to fulfill legal obligations.
- Conduct a sanctions list audit to comply with legal obligations.
- Retention for evidentiary purposes for any assertion, exercise or defense of legal claims.
- If you give us your consent to do so, we will store the data accrued during the application process for a period of twelve months in the event that you are not hired, in order to consider you for future job offers, in particular to check your suitability for future job offers and to contact you to initiate an application process.

Depending on the purpose of processing, the following legal bases apply to data processing:

- Art. 6 (1) (b) DS-GVO (performance of contracts with data subjects / implementation of pre-contractual measures)
- Art. 88 (1) DS-GVO, § 26 (1) BDSG (decision on the establishment of an employment relationship)
- Art. 6 (1) (c) DS-GVO (fulfillment of legal obligations)
- Art. 6 (1) (f) DS-GVO (protection of legitimate interests of us or of third parties under consideration of interests)
- Art. 6 (1) (a) DS-GVO (consent)

What personal data do we process?

We process the following categories of personal data, but of course only to the extent necessary for the above purposes:

- Master data (e.g.: name, date of birth, nationality, marital status)
- Contact details (e.g.: private transcript, e-mail address, telephone number)
- Application data (e.g.: Contents of application documents (in particular photo, resume and reference), correspondence regarding the application and from examination notes, perceptions from job interviews, feedback and evaluations).

Who receives personal data from us?

In principle, we do not pass on personal data of applicants to third parties. In exceptional cases, however, it may be necessary for us to pass on your data to the following categories of recipients for the above-mentioned purposes, but of course only to the extent necessary in each case for the above-mentioned purposes:

- Westlake Chemical Corporation, 2801 Post Oak Blvd., Ste 600, Houston, TX 77056, USA.
The Westlake Group, to which Vinnolit GmbH & Co. KG belongs, is a globally active company headquartered in the USA. In order to meet the needs of its customers, many of which are also international companies, the Westlake Group operates with a matrix organization and therefore requires its employees to collaborate with colleagues, supervisors and managers across the Group at all locations. Although the position is organizationally located at Vinnolit GmbH & Co. KG according to the employment contract, the employee performs his work in a group-wide environment, which requires interaction and information exchange between different Westlake companies, in particular with the group headquarters Westlake Chemicals Corporation in the USA. This exchange of information serves primarily to grant certain Group-related compensation components, to compile Group-wide employee statistics, for Group-wide personnel planning and for employee management within the Group, and is legitimized by concluded EU - standard contractual clauses.
- Federal Office of Economics and Export Control (BAFA), if necessary further authorities due to legal obligations

How long do we store personal data?

If you are hired, we will transfer your application data to your personnel file. We provide information on the storage period of the data in the personnel file in separate data protection information for our employees.

If you give us your consent to do so, we will store your data for consideration for future job offers for a period of 12 months (or until any prior revocation of consent) after completion of the application process in the event that you are not hired.

Otherwise, we will only store your data for evidence purposes for any assertion, exercise or defense of legal claims for a period of 6 months after completion of the application process.

What rights do you have in relation to the processing?

As a data subject, you have the following rights in relation to the processing of your personal data:

- **Right of access (Art. 15 DS-GVO)**
The right of access to your personal data processed by us and to certain other information (such as that given in this Privacy Policy).
- **Right to rectification (Art. 16 DS-GVO)**
If your personal data is incorrect or incomplete, you have a right to rectification.
- **Right to erasure ("right to be forgotten") (Art. 17 DS-GVO)**
On the basis of the so-called "right to be forgotten", you can request the deletion of your personal data, unless there is a retention obligation. The right to erasure is not a right without exception. For example, we have the right to continue to process your personal data if such processing is necessary to comply with our legal obligations or to assert, exercise or defend legal claims.
- **Right to restriction of processing (Art. 18 DS-GVO)**
This right includes the restriction of the use or the way of use. This right is limited to specific cases and exists in particular if: (a) the data is inaccurate; (b) the processing is unlawful and you object to erasure; (c) we no longer need the data but you need the data to assert, exercise or defend legal claims. If processing is restricted, we may continue to store the data but not use it. We keep a list of those who have exercised the right to restrict processing in order to be able to ensure this restriction.
- **Right to data portability (Art. 20 DS-GVO)**
This right includes that we transfer your personal data, if technically possible, in a structured, common and machine-readable format for your own purposes.
- **Right to object (Art. 21 DS-GVO)**
You may object to the processing of your personal data if it is processed on the basis of legitimate interests. As a data subject, 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 Article 6(1)(e) or (f) of the General Data Protection Regulation; this also applies to profiling based on these provisions.
- **Right to withdraw consent (Art. 7 (3) DS-GVO)**
If the processing is based on consent pursuant to Article 6(1)(a) or Article 9(2)(a) of the General Data Protection Regulation, you as the data subject have the right to withdraw your consent at any time pursuant to Article 7(3) of the General Data Protection Regulation. The revocation of consent does not affect the lawfulness of the processing carried out on the basis of the consent until the revocation. We will inform you of this before you give your consent.
- **Right to complain to a supervisory authority (Art. 77 DS-GVO)**
As a data subject, you have the right to lodge a complaint with a supervisory authority under the conditions of Article 77 of the General Data Protection Regulation.

The supervisory authority responsible for us is:

Bavarian State Office for Data Protection Supervision

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91522 Ansbach

+49 (0) 981/53-1300

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Homepage: www.lda.bayern.de