

## Data Privacy Consent Statement

### Data protection declaration for the Jungheinrich online application process, onboarding process and maintenance of an employment relationship

This data protection declaration applies in addition to our existing [general data protection declaration](#), in which we provide you with detailed information on the nature, scope and purpose for which personal data is used within our online offering or in areas not specifically related to job applications.

We, Jungheinrich AG (Friedrich-Ebert-Damm 129, 22047 Hamburg, Germany), the responsible data controller in terms of the data protection laws, welcome your interest in working for our company and are happy to receive your online application.

We process applicants', onboardees' and employees' personal data solely in compliance with the relevant data privacy provisions. This means that applicant, onboarder and employee data is processed only where legally permitted, i.e. where data processing is legally required, the applicant/onboarder/employee has provided consent in accordance with art. 6 para. 1 (a) of the GDPR or in line with our legitimate interests as defined in art. 6 para. 1 (f) of the GDPR.

In this section, we will explain to you how we process data as part of a job application process – in accordance with art. 13 of the GDPR.

#### 1. Data collection

We collect and store all data that you make available to us through your application. Therefore, when you apply online, we collect and process the below categories of personal data, if required and applicable:

For application purposes:

- Application information
- Information about your application at Jungheinrich in the recruiting process (e.g. your CV, cover letter, photo, references, certificates and similar, etc.)
- Personal information
- Personal demographic data (e.g. your name, first name, date of birth, place of birth, etc.)
- Communication data (e.g. your addresses, phone number, email address, etc.)
- Any other voluntarily provided personal information

In addition, we collect and process data of the following categories connected to the job requisition, your application or your profile:

- Employment information
- Organizational data (e.g. future department, position title, job categorization, etc.)
- Compensation data (e.g. future gross salary, incentive information, bank account number, etc.)

In addition, for onboarding purposes of applicants who signed an employment contract:

- Personal information
- Personal demographic data (e.g. your name, first name, date of birth, place of birth, etc.)
- Communication data (e.g. your addresses, phone number, email address, etc.)

- Identification data (e.g. your passport number, Social Security number, etc.)
- Any other voluntarily provided personal information
- Employment information
- Organizational data (e.g. future department, position title, job categorization, etc.)
- Compensation data (e.g. future gross salary, incentive information, bank account number, etc.)

In addition, in case an employment is established, for maintenance of the employment:

- Personal information
- Personal demographic data (e.g. your name, first name, date of birth, place of birth, etc.)
- Communication data (e.g. your addresses, phone number, email address, etc.)
- Identification data (e.g. your passport number, Social Security number, etc.)
- Any other voluntarily provided personal information
- Employment information
- Organizational data (e.g. future department, position title, job categorization, etc.)
- Compensation data (e.g. future gross salary, incentive information, bank account number, etc.)
- Information about dependents / other contacts
- Personal data about your dependents (e.g. children, in case required, etc.)
- Emergency contact (e.g. names, relationship, contact details, in case required, etc.)

If a position requires further collection of personal data, this will be clearly stated in the job advertisement.

If you apply through our job page, we may collect access information, for example the IP address of your access device. You can find more information about this in the data protection declaration on our website.

## **2. Purpose of data processing and legal basis**

We collect and process your personal data in order to be able to carry out the application process. The data you provide will be processed to further your application and, in the event that an employment relationship is established, to maintain the employment relationship. Data will not be processed for any other purpose. The legal basis for processing is section 26 para. 1 in conjunction with section 8 subs. 2 of the BDSG (new) and section 22 para. 1 (b) of the BDSG (new).

If consent is required for processing (e.g. for inclusion in our pool of applicants), section 26 of the BDSG (new) in conjunction with art. 7 of the GDPR forms the legal basis.

We can also process personal data insofar as this is necessary to defend against legal claims asserted against us in connection with the application process. The legal basis is art. 6 para. 1 (b) and (f) of the GDPR. The legitimate interest is, for example, a burden of proof in proceedings under the German General Equal Treatment Act (AGG).

If an employment relationship is established between both parties, we can process the personal data already received from you for the purposes of the employment relationship in accordance with section

26 para. 1 of the BDSG (new). This data is processed where necessary for the implementation or termination of the employment relationship or for the exercise or fulfilment of the rights and obligations arising from a law or a collective wage agreement, a company or service agreement (collective agreement) for the representation of the interests of the employees.

### **3. Forwarding**

Data is transferred to third parties only in line with legal requirements and only as set out in the data protection declaration.

Your data will be made available to the relevant employees of the Jungheinrich Group involved in the appropriate personnel selection process. The parties involved in the selection process may belong to other companies within the Jungheinrich Group. Consequently, your application data may be further disclosed within the Group.

Where we use subcontractors (e.g. external recruitment agencies) to provide our services, we take appropriate legal precautions and corresponding technical and organisational measures to protect personal data in accordance with the relevant statutory provisions.

SAP Deutschland SE & Co. KG ("SAP") provides Jungheinrich AG (Friedrich-Ebert-Damm 129, 22047 Hamburg, Germany – "Jungheinrich AG") with the application system for recruitment, onboarding and employee master data base and acts as Jungheinrich's processor in this regard. The employees of SAP will never access the applicant's personal data unless Jungheinrich AG has expressly authorised this in exceptional cases. All relevant employees of SAP are bound to confidentiality.

Jungheinrich AG administers and supports the mentioned application system and is to this extent a service provider (data processor) for its subsidiaries (data controllers).

Personal data will also be disclosed to public authorities and/or law enforcement agencies if necessary for the above purposes, if required by law or if necessary to protect our legitimate interests in accordance with applicable laws.

In the event that an employment relationship is established, the data is forwarded to internal or external processors solely in order to maintain the employment relationship.

Any further use or forwarding of your applicant data is excluded.

### **4. Data security**

Your data will be transmitted in an encrypted manner and then stored in a database. Jungheinrich will save and process your data in accordance with the applicable data privacy regulations. Your data will always be kept confidential. All personal details that we collect and process as part of a job application are protected by technical and organisational methods against unauthorised access and manipulation.

### **5. Retention (duration of processing)**

Should no further action result from the application process, with no employment relationship being created, we commit ourselves to deleting the personal data after six months.

In the event that an employment relationship is established, we commit ourselves to delete your personal data in line with valid local legal regulations after the employment relationship has ended.

### **6. Applicant pool**

In the event that you applied for a specific position and this has already been filled or we also consider you to be even more suited to another position or you have submitted an unsolicited application, we will forward your application further within our Group in order that you may be considered for future

application processes. Insofar as you have decided to make your profile visible to every Jungheinrich recruiter worldwide.

## **7. Deletion of data / withdrawal of consent**

Should you withdraw your application, your data will be deleted immediately. You can delete your account at any time by your own. To do so, open your account

[\[https://career55.sapsf.eu/career?career\\_company=jungheinrich&lang=en\\_GB&company=jungheinrich&site=&loginFlowRequired=true\]](https://career55.sapsf.eu/career?career_company=jungheinrich&lang=en_GB&company=jungheinrich&site=&loginFlowRequired=true) and select "Settings via the "Options" menu item at the top right.

Scroll down and then click the "Delete Profile" button.

If you wish to object to the collection, processing and use of your personal data within the scope of the consent given as part of the application process, please use the contact form

[\[https://www.jungheinrich.com/en?fcid=609498650\]](https://www.jungheinrich.com/en?fcid=609498650).

## **8. Consent / data protection declaration**

### **Data Protection declaration**

By accepting our data protection declaration for our online application and onboarding process, you confirm that you have taken note of our data protection information.

### **Consent**

If you have chosen to make your profile visible only to recruiters who manage positions for which you wish to apply, you agree to the following:

Only persons authorised by Jungheinrich may process my personal data in order to assess me as a suitable candidate for the position I am currently applying for, as described in the data protection declaration.

If you have decided to make your profile visible to every Jungheinrich recruiter worldwide, you agree to the following:

Jungheinrich may share my personal data with other companies within the Jungheinrich Group in order to assess me as a suitable candidate for similar positions, now or in the future, as described in the data protection declaration.

You can change your privacy settings at any time or withdraw your consent to this processing at any time. Your personal data will then be deleted.

## **9. Your rights as the data subject**

According to the GDPR, you have the right to:

- Information about the processing of your data
- Correction or deletion of your data
- Object to the data processing
- Data transferability
- Revoke your consent with effect for the future
- Complain to the data protection supervisory authority. Your competent supervisory authority is that of your place of residence. A list of the supervisory authorities can be found here: (link to the Federal Commissioner for Data Protection and Freedom of Information and the overview)

#### **10. Questions about data privacy**

If you have any questions on the subject of data protection, you can reach our Group Data Protection Officer via e-mail at [datenschutz@jungheinrich.de](mailto:datenschutz@jungheinrich.de) or by post at "FAO the Group Data Protection Officer", Jungheinrich AG, Friedrich-Ebert-Damm 129, 22047 Hamburg, Germany.

Further information on data privacy at Jungheinrich can also be found on our homepage <https://www.jungheinrich.com/en/data-privacy-14660>