

Data Protection Notice for Personnel Recruiting

This notice describes how Berndorf Band GmbH, Leobersdorfer Straße 26, 2560 Berndorf, Austria ("we") processes your personal data in connection with your application to us.

1. Purposes of data processing

We will process your personal data mentioned in point 2 for the following purposes: To actively approach potential employees through various channels and through dedicated HR consultants; to process applications that are received via different channels (e.g. career portal of our website or email); to conduct the application process; to keep the personal data of applicants for possible employment at a later date.

We collect this data from public sources, recruitment consultants, or during the application process, insofar as you provide us with this data yourself (for example, by uploading your resume on our website), or from notes taken by our recruiters during job interviews.

The provision of your personal data is voluntary. However, it will not be possible for you to go through the complete application process if you do not provide your personal data.

2. Processed data categories and legal bases of processing

We process the following of your personal data on the basis of our predominant legitimate interest in accordance with art. 6 para. 1 (f) *General Data Protection Regulation* ("GDPR"), which is to achieve the purposes mentioned in point 1 above:

- Title and name
- Address
- Date and place of birth
- Driver's license (yes/no)
- Email address
- Phone number
- Marital status and children
- Citizenship
- Type of job for which you would like to apply (e.g. sales manager, unsolicited application)
- Type of application (e.g. apprenticeship, internship)
- Scope of employment
- Earliest entry date
- Termination notice period
- Your salary expectations
- Photo
- Resume
- Military service/civil service
- Education (school, university, courses)
- Employment relationships and internships
- Responsibilities and task areas
- Personal skills and competencies

- Information about interests and hobbies
- Signature
- Certificates and diplomas
- Other data provided by you in the application process

We transmit this data to our group companies with your consent (art. 6 para. 1 (a) GDPR).

3. Transmission of your personal data

For the above purposes, we will send your personal data to the following recipients:

- IT service providers used by us, and
- Companies that belong to our group.

Group members of Berndorf Band Group are:

- • Berndorf Band GmbH
- • Berndorf Band Engineering GmbH
- • Berndorf Sondermaschinenbau GmbH
- • ESICO B.V.
- • Berndorf Belt Technology USA Inc.
- • SBS Steel Belt Systems USA Inc.
- • Beijing Berndorf Technology Development China Co., Ltd.
- • Berndorf Band Latinoamerica S.A.S.
- • Berndorf Steel Belt Systems Ltd., Co.
- • Nippon Belting Co., Ltd.

Some of the above recipients are located outside your country or process your personal data there. The level of data protection in other countries may not be the same as in your country. However, we only transfer your personal data to countries for which the EU Commission has determined that they have an adequate level of data protection, or we take measures to ensure that all recipients have an adequate level of data protection. For example, we conclude standard contractual clauses on data protection (2010/87/EC and/or 2004/915/EC). These are available upon request, see contact details.

4. Storage period

Your personal data will only be stored by us for as long as we reasonably deem necessary for the purposes set out in point 1 and as permitted under applicable law. In any case, we store your personal data as long as the statutory retention requirements apply, or limitation periods for potential legal claims have not yet expired.

5. Your rights in connection with personal data

Under applicable law, you may, among other things, have the right (subject to applicable law) to: (i) verify whether and what personal data we hold about you and obtain copies of that data; (ii) require the correction, supplementation, or deletion of your personal data, which is false or has not been processed in a legally compliant manner; (iii) to require us to restrict the processing of your

personal data; (iv) to object in certain circumstances to the processing of your personal data or withdraw your prior consent to the processing of your data; (v) to require the transferability of data; (vi) to know the identity of third parties to whom your personal data is transmitted; and (vii) to lodge a complaint with the competent authority.

6. Our contact details

If you have any questions or concerns regarding the processing of your personal data, please contact us:

Berndorf Band GmbH
Leobersdorfer Strasse 26
2560 Berndorf, Österreich

Mr. Hannes Flasch
hf@berndorf.co.at

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