

wintershall dea

Data protection information for applicants (M/F/D)

Information relating to data processing through our processing of applicants' data pursuant to Art. 13, 14 and 21 of the General Data Protection Regulation (GDPR) within the Wintershall Dea Group.

We are pleased about your interest in our company. Pursuant to the stipulations of the GDPR we hereby inform you about the processing of the personal data transmitted by you as part of the application process and, if applicable, collected by us and your rights in this respect. In order to guarantee that you have been informed to the full extent about the processing of your personal data as part of the application process, please read and acknowledge the following information.

1. Data controller responsible for the processing

Wintershall Dea AG
Friedrich-Ebert-Str. 160
34119 Kassel
Phone: +49 561 301-0

2. Data protection officer of Wintershall Dea

Wintershall Dea AG
Data protection officer
Friedrich-Ebert-Str. 160
34119 Kassel

Email: info@wintershalldea.com

Email: datenschutz@wintershalldea.com

3. Purpose and legal basis of the data processing

We process your personal data in line with the provisions of the European General Data Protection Regulation (EU-GDPR), insofar as this is necessary for the decision regarding the establishment of an employment relationship with us. The legal basis is Art. 6 Para. 1 b GDPR for the initiation or implementation of contractual relationships. Furthermore, we can process personal data from you if this is necessary in order to fulfill legal obligations or for a defense against legal claims asserted against us, e.g., an obligation to provide proof in proceedings according to the German General Act on Equal Treatment [*Allgemeines Gleichbehandlungsgesetz - AGG*].

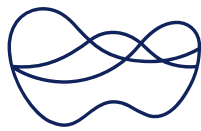
With your job application to Wintershall Dea and by ticking the check box marked for this purpose within the applicant management system you grant us your explicit and voluntary consent according to Art. 6 Para. 1 a GDPR to process your personal data and you recognize the terms and conditions presented in this declaration.

The consent granted by you can be revoked at any time, with effect for the future (see Subclause 9). Your revocation will lead to the termination of the application process initiated by you.

If an employment relationship is concluded between you and Wintershall Dea, pursuant to Art. 6 Para. 1 b GDPR we will further process the personal data already received from you for purposes of the employment relationship, insofar as this is necessary for executing or ending the employment relationship or in order to exercise or fulfill the rights and obligations for representation of the interests of the employees arising from a law or pursuant to Art. 88 GDPR in conjunction with Section 26 German Federal Data Protection Act [*Bundesdatenschutzgesetz - BDSG*] a collective agreement or a company agreement.

4. Categories of personal data

We only process those data, which are associated with your application. These can be general data relating to your person (name, address, contact data, etc.), details regarding your professional qualifications and school education, details regarding further professional training and, if applicable, further data, which you transmit to us in connection with your application.



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5. Sources of data

We process personal data, which we receive from you by normal mail or by email within the scope of your contact with us or your application which you transmit to us via our application platform.

6. Recipients of the data

We exclusively forward your personal data within the Wintershall Dea Group to those sectors and persons, who require these data in order to fulfill the contractual and statutory obligations or to implement our legitimate interests. We may transmit your personal data to companies affiliated with us, insofar as this is permitted within the scope of the purposes presented under Subclause 3 of this data protection information and the legal bases. Your personal data are processed at our order on the basis of data processing agreements according to Art. 28 GDPR. In these cases, we ensure that the processing of personal data is carried out in line with the provisions of the GDPR. The categories of recipients are insofar the companies of the Wintershall Dea Group and their service providers, as well as organizations through which a comparison with the EU sanction lists is carried out. Data will otherwise only be forwarded to recipients outside of the company insofar as this is permitted or required by statutory provisions, the forwarding is necessary in order to fulfill legal obligations or your consent is available to us.

7. Transmission to a third country

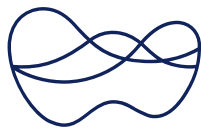
In the event that you explicitly apply for a position at one of our locations overseas, your personal data will be transmitted to the sectors and persons at the location of the respective national company that requires these data in order to fulfill the contractual and statutory obligations or to implement our legitimate interests.

8. Duration of the storage

We shall store your personal data as long as this is necessary for the decision on your application. Your personal data, respectively application documents, will be erased at the latest four months after the end of the application procedure (e.g., the announcement of the rejection decision) if no longer storage is necessary or permitted by law. We will only store your personal data beyond this time if this is necessary by law or in the concrete case for the assertion, exercising or defense of legal claims for the duration of a lawsuit. In the event that you have agreed to a longer storage of your personal data, we will store these according to your declaration of consent. In case an employment, apprenticeship or an internship relationship is concluded following the application procedure, your data, insofar as necessary and admissible, will initially continue to be stored and subsequently transferred to the personnel file.

9. Your rights

You are entitled to the right to information from the data controller regarding the personal data relating to you (Art. 15 GDPR) as well as to rectification (Art. 16 GDPR), erasure (Art. 17 GDPR) or to restriction of the processing (Art. 18 GDPR) or notification (Art. 19 GDPR) as well as the right to portability of your personal data (Art. 20 GDPR). In addition, there is a right to lodge a complaint at a data protection supervisory authority according to Art. 77 GDPR if you are of the opinion that the processing of your personal data is not carried out lawfully. The right to lodge a complaint exists irrespective of a legal remedy otherwise under administrative law or a legal remedy in court. If the processing of data is carried out on the basis of your consent you are entitled according to Art. 7 GDPR to revoke the consent to the use of your personal data at any time. Please note that the revocation shall only have an effect for the future. Processing activities, which were carried out before the revocation, are not affected hereby. Please moreover note that we must store certain data in order to fulfill statutory stipulations, if applicable, for a certain period of time (see Subclause 8 of this data protection information).



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Right to object: Insofar as the processing of your personal data according to Art. 6 Para. 1 f GDPR is carried out to safeguard legitimate interests pursuant to Art. 21 GDPR you have the right, for reasons, which arise from your particular situation, to lodge an objection at any time against the processing of these data. We will then no longer process these personal data, unless we prove essential reasons worthy of protection for the processing. These must outweigh your interests, rights and freedoms, or the processing must serve the assertion, exercising or defense of legal claims.

10. Necessity to provide data

The provision of your personal data as part of application processes is carried out completely voluntarily. All details provided by you must however be correct and truthful. Please note however that the scope and accuracy of your details is important for the decision on your application and a contractual employment relationship with Wintershall Dea. Insofar as you do not make sufficient personal data available to us, we cannot make a decision on an employment relationship. We request you, within the scope of your application, to only state such personal data, which are necessary to carry out the application.

11. Automated decision-making

No automated decision-making takes place in an individual case within the meaning of Art. 22 GDPR.