

wintershall dea

Data protection information for applicants

Information pertaining to data processing regarding our processing of applicant's data pursuant to Art. 13, 14 and 21 of the General Data Protection Regulation (GDPR) at Wintershall Dea GmbH as well as at Wintershall Dea Deutschland AG.

Dear applicant,

We are pleased about your interest in our company. Pursuant to the stipulations of Art. 13, 14 and 21 GDPR we hereby inform you about the processing of the personal data transmitted by you within the scope of the application process and, if applicable, personal data collected by us and your rights in this respect. In order to guarantee that you are informed in full about the processing of your personal data within the scope of the application process, please acknowledge the following information.

1) The data controller for processing of personal data (Art. 13 Para. 1 lit. a GDPR):

Wintershall Dea GmbH
Friedrich-Ebert-Str. 160
34119 Kassel
Phone: +49 561 301-0
E-Mail: info@wintershalldea.com

Wintershall Dea Deutschland AG
Überseering
22297 Hamburg
Phone: +49 40 6375-0
E-Mail: info@wintershalldea.com

2) Data protection officer (Art. 13 Para. 1 lit. b GDPR):

Wintershall Dea GmbH
Data protection officer
Friedrich-Ebert-Str. 160
34119 Kassel
Phone: +49 561 301-1817
Email: datenschutz@wintershalldea.com

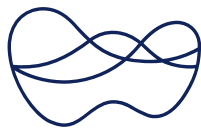
Wintershall Dea Deutschland AG
Data protection officer
Überseering 40
22297 Hamburg
Phone: +49 40 6375-0
Email: datenschutz@wintershalldea.com

3) The purpose and legal basis of the data processing (Art. 13 Para. 1 lit. c GDPR)

We process your personal data in line with the provisions of the European General Data Protection Regulation (EU-GDPR) and the German Federal Data Protection Act [*Bundesdatenschutzgesetz - BDSG*], insofar as this is necessary for the decision regarding the establishment of an employment relationship with us. The legal basis in this case is Art. 88 GDPR in conjunction with Section 26 BDSG new and, if applicable, Art. 6 Para. 1 b GDPR for the initiation or execution of contractual relationships.

Furthermore, we can process personal data from you if this is necessary in order to fulfil legal obligations (Art. 6 Para. 1 c GDPR) or to defend asserted legal claims against us. The legal basis in this case is Art. 6 Para. 1 f GDPR. The legitimate interest is, for example, an obligation to provide proof in proceedings according to the German General Equal Treatment Act [*Allgemeines Gleichbehandlungsgesetz - AGG*]. If you grant us an explicit consent for the processing of personal data.

For certain purposes the lawfulness of this processing exists on the basis of your consent according to Art. 6 Para. 1 a GDPR. A granted consent can be revoked at all times, with effect for the future, (see Subclause 9 of this data protection information).



wintershall dea

2/3 – Data protection information for applicants

If an employment relationship is concluded between you and us, pursuant to Art. 88 GDPR in conjunction with Section 26 BDSG new we can further process the personal data already received from you for purposes of the employment relationship, insofar as this is necessary for the execution or termination of the employment relationship or to exercise or fulfil the rights and obligations arising from a law or a collective agreement or a company agreement of the representation of interests of the employees.

4) Categories of personal data (Art. 13 Para. 1 lit. e GDPR)

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 relating to the further professional training and, if applicable, further data, which you send to us in connection with your application.

5) Sources of the data

We process personal data, which we receive from you within the scope of the contact respectively your application from you by post or by email or which you send us via our application platform.

6) Recipients of the data

We exclusively forward your personal data within our company to the sectors and persons, which require these data in order to fulfil the contractual and statutory obligations or to implement our legitimate interests.

We can transmit your personal data to companies affiliated with us insofar as this is permitted within the scope of the purposes and legal bases presented under Subclause 3 of this data protection information.

Your personal data are processed at our order on the basis of contract data processing according to Art. 28 GDPR. In these cases we shall ensure that the processing of personal data is carried out in line with the provisions of the GDPR. The categories of recipients are in this case the providers of application management systems and software, currently only rexx systems GmbH, as well as service providers performing sanctions lists screenings.

A forwarding of data to recipients outside of the company is otherwise carried out only, insofar as this is permitted or required by statutory provisions, if the forwarding is necessary to fulfil legal obligations or your consent is available to us.

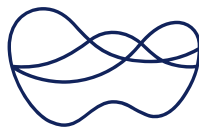
7) Transmission to a third country

A transmission to a third country is not intended. Only for 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 in the respective overseas countries, which require these data in order to fulfil the contractual and statutory obligations respectively in order to implement our legitimate interests.

8) Duration of the storage (Art. 13 Para. 2 lit. a GDPR)

We store your personal data as long as this is necessary for the decision about your application. Your personal data or application documents will be erased a maximum of 4 months after termination of the application procedure (e.g. the announcement of the rejection decision) insofar as no longer storage is necessary or permitted by law. We shall additionally only store your personal data insofar as this is necessary by law or in the concrete case for the assertion, exercising or defence of legal claims for the duration of a lawsuit.

For the event that you have agreed to a longer storage of your personal data, we will store these according to your declaration of consent.



wintershall dea

3/3 – Data protection information for applicants

If an employment relationship, apprentice relationship or internship relationship following the application procedure, your data will, insofar as necessary and permitted, initially continue to be stored and subsequently transferred into the personnel file.

9) Your rights

You are entitled to the right to information on the part of the data controller about the personal data relating to you (Art. 15 GDPR) as well as to rectification (Art. 16 GDPR), erasure (Art. 17 GDPR) or to limitation 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 another legal remedy under administrative law or a legal remedy in court. Insofar as 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 all times. Please pay attention that the revocation will only be effective for the future. Processing, which is carried out before the revocation, is not affected hereby. Please moreover note that we must store certain data in order to fulfil statutory stipulations, if applicable for a certain period of time (see Subclause 8 of this data protection information).

Right to object:

Insofar as the processing of your personal data is carried out according to Art. 6 Para. 1 f GDPR in order safeguard legitimate interests, you have the right pursuant to Art. 21 GDPR to file an objection against the processing of these data at all times for reasons, which arise from your special situation. We will then no longer process these personal data, unless we can 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 defence of legal claims.

10) Necessity of the provision of the data (Art. 13 Para. 2 lit. e GDPR)

The provision of personal data within the scope of application processes is neither stipulated by law, nor as per contract. You are therefore not obliged to provide details regarding your personal data. Please note, however, that these are necessary for the decision about an application or a conclusion of a contract with regard to an employment relationship with us. Insofar as you do not provide us with any personal data, we cannot make a decision regarding the establishment of an employment relationship. We recommend, within the scope of your application, to only enter those personal data, which are necessary for carrying out the application.

11) Automated decision-making

As the decision about your application is not exclusively based on an automated processing, no automated decision-making will take place in the individual case within the meaning of Art. 22 GDPR.