

Data protection information for Applicants

In order to carry out the application process, we need to process personal data. Personal data are all details and information relating to an identified or identifiable person. This note is intended to inform you about the processing of personal data in connection with your application to Krannich Solar (hereinafter also referred to as "Krannich" or "we"/"us") and about the rights.

Data Controller

Krannich Solar AG
Bodenäckerstrasse 1
8957 Spreitenbach

Telefon: 056 500 40 60
E-Mail: info@ch.krannich-solar.com

Data categories and sources

As part of the application process, we process personal information that you provide us with in connection with your application. In particular, we process the following data provided by you as an applicant:

- Master data, e.g. name, gender, date of birth;
- Contact details, e.g. address, phone number, e-mail address;
- Application documents, e.g. certificates and other references, CV, photo;
- Information on qualifications, e.g. data on additional qualifications, trainings, further education
- Organizational data in the event of internal applications, e.g. personnel number, department;
- Log data generated when using IT systems, e.g. in the context of online applications.

Normally, the personal data we process does not include any special categories of data. In the event that this may be relevant in individual cases, e.g. details of a severe disability, the data will only be processed in compliance with the relevant regulations.

Purpose and legal basis

All personal data will be processed in compliance with the statutory provisions, in particular the Federal Act on Data Protection (FADP) and the European General Data Protection Regulation (GDPR). Applicants from the European Union will find additional information in the last section.

We process your personal data in connection with your application at Krannich Solar for the purpose of carrying out the application procedure, recruitment and selection for open positions.

Furthermore, personal data may be processed if this is necessary to fulfil legal obligations. In addition, we may process your data if this is necessary to defend against legal claims, e.g. in the context of proceedings under the Equality Act. If you have given us your express consent to process your personal data for specific purposes, for example to store your data in order to receive suitable job offers even after the application process, your data will be processed on the basis of this consent. You have the right to withdraw your consent at any time.

If an employment contract will be established between you and us following an application procedure, we may process the data we have already received from you for the purposes of the employment relationship in accordance with the statutory provisions.

Categories of recipients

Recipient of your data will be the HR department. Your data will be shared with the managers and other employees of the department responsible for filling the position for which you are applying, who are involved in the process and the selection of applicants.

Your data may be transferred to service providers who work for us as data processors. These may be other companies in the Krannich Group and IT service providers (e.g. providers of applicant management systems and software, IT support). In such cases, we have concluded the contracts required under data protection law with these service providers and ensure that your data is processed in compliance with the provisions of the FADP and the GDPR.

Otherwise, data will only be passed on to recipients outside the company if this is permitted or required by law, if the transfer is necessary to fulfill legal obligations or if we have your consent to do so.

Data transfer to third countries

We process personal data in Switzerland and Germany. In individual cases, data may also be processed in other countries within the European Economic Area. No data is disclosed to third countries without an adequate level of data protection or only under the contractual obligation to comply with an adequate level of data protection.

Storage period

We will store your data as long as this is necessary for the purposes for which it is processed or we have a legitimate interest in further storage. After the application process is completed (e.g. due to rejection on our part or withdrawal of the application by you), your data will be deleted unless longer storage is required or permitted. Apart from this, we will only store your data in the event that this is required by law or for enforcing or exercising any rights or defending against legal claims for the duration of a legal dispute.

If you have given us your consent to store your data for a longer period of time, we will store it in accordance with your consent.

In the case of hiring, the data is transferred to the personnel file.

Data subjects rights

Subject to the legal requirements, you have the following rights:

- the right to request information about your personal data processed by us;
- the right to request the rectification of incorrect or incomplete personal data;
- the right to restriction of processing;
- the right to request the deletion of your personal data stored by us;
- the right to request the hand-over (to you or a third party) of your personal data in a structured and machine-readable format;
- the right to revoke your consent at any time for the future. The revocation does not affect the lawfulness of the data processing carried out until the revocation.

You can contact us at any time using the contact details provided above to assert your rights.

You also have the right to lodge a complaint with the Federal Data Protection and Information Commissioner (FDPIC) if you are of the opinion that the processing of your personal data violates applicable law.

Providing personal data

The provision of your personal data as part of the application process is neither legally nor contractually required. Consequently, you do not have to provide any personal data. However, please note, that the provision of personal data is necessary for the decision on the establishment of an employment relationship with us. If you do not provide us with any personal data, we will not be able to make a decision on the establishment of an employment relationship.

***Further information for applicants from European Union**

As part of the application process, we comply with the provisions of the GDPR. We process your data on the basis of Art. 6 para. 1 lit. b GDPR in connection with Art. 88 para. 1 GDPR. In addition, we may process your data if this is necessary to fulfill legal obligations (Art. 6 para. 1 lit. c GDPR) or to defend against legal claims asserted against us (Art. 6 para. 1 lit. f GDPR). If you have given us your express consent, the processing is carried out on the basis of Art. 6 para. 1 lit. a GDPR. Data subjects are entitled to the rights listed above in accordance with Art. 15-18, 21, 22 GDPR. In the event that you feel that your rights have been violated by the processing of your data, you can also lodge a complaint with the competent data protection supervisory authority.

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