

DATA PROTECTION INFORMATION FOR APPLICANTS

This privacy policy pursuant to Art. 13 ff GDPR serves to fulfill the obligation to provide information when collecting personal data from applicants as part of the application process.

1. Name and contact details of the controller

BS Systems GmbH & Co.KG
Am Innovationspark 2
86441 Zusmarshausen
Tel.: +49 (0)8291 850-2300
E-mail: info@l-boxx.de

2. Contact details of the data protection officer

SECUWING GmbH & Co. KG | Datenschutz-Agentur
Maximilian Hartung
Frauentorstraße 9
D-86152 Augsburg
Phone: +49 821 90786450
E-mail: enost@datenschutz-agentur.de

3. Purposes for which the personal data will be processed and the legal basis for processing

3.1 Data processing for the preparation and establishment of a possible employment relationship

In order to carry out the application process, we, as well as third parties or processors commissioned by us, process the following data from you, provided that you have provided it to us during the application process when registering on our career portal:

- Desired position
- Personal details (first and last name, address, telephone number, e-mail address)
- Work permit details
- Salary requirements
- Additional information in your resume, references, certificates for assessing your qualifications

The legal basis for the processing of your personal data is Art. 6 (1) lit. b GDPR.

3.2 Data processing based on participation in a video conference

As part of the application process, we will also invite you to participate in a video conference so that we can get to know each other better. At the same time, we also increase the efficiency of an interview compared to a face-to-face meeting, which also benefits you. A range of your data (e.g., user IDs, e-mail address, IP address) will be processed for participation in an online video conference as part of the application process. This includes text documents created and archived (e.g., correspondence).

The use of online video conferencing systems serves exclusively to facilitate internal and external communication and is necessary for modern office, customer, and applicant communication.

The legal basis for the processing of your personal data is Art. 6 (1) lit. f GDPR, our legitimate interest.

A balancing of interests has been carried out and has concluded that the interests of the applicants concerned do not outweigh our interests in the company-wide use of online video conferencing systems, among other things due to the technical and organizational measures we have taken.

4. Obligation to provide personal data

The provision of the personal data listed in section 3 is necessary for the application process at BS Systems. Failure to provide this data would mean that the application process cannot be carried out.

5. Automated decision-making, including profiling

Your personal data will not be processed by BS Systems for the purpose of automated individual decision-making, including profiling, in accordance with Art. 22 (1) and (4) GDPR.

6. Data transfer to a third country

Data transfers to countries outside the EU and the European Economic Area ("third countries") occur in the context of the administration, development, and operation of the applicant management system. The transfer takes place only on the basis of:

- an adequacy decision by the European Commission within the meaning of Art. 45 GDPR.
- standard data protection clauses adopted by the Commission in accordance with the examination procedure under Art. 93 (2) GDPR.

Currently, data is transferred to countries outside the EU and the European Economic Area ("third countries") in connection with the application process in the following cases:

- Transfer of data to Microsoft Inc., Redmond, USA in connection with the use of our video conferencing system
- Transfer of data to Zoom Video Communication Inc., San Jose, USA in connection with the use of our video conferencing system

7. Recipients of data and data sources

7.1. Categories of recipients of data

To the extent permitted by law, we disclose personal data to external recipients:

- Lawyers in the event of (labor) legal advice
- Courts
- Personnel service providers

For the processing of personal data for the purposes stated here, we use the following categories of recipients as processors within the meaning of Art. 28 GDPR:

- Hosting and operation of online video conferencing systems
- Operation of e-mail servers
- Telecommunications service providers for the operation of our telephone system

All personal data collected by us will be processed and used solely for the purpose of conducting the application process. Otherwise, your personal data will only be passed on or transferred to third parties if this is necessary for the purposes described here or if you have given your express prior consent. You have the right to revoke your consent at any time with effect for the future. Your data will also be passed on if we are legally obliged to do so.

7.2. Data sources

We only process personal data that we have received from you during the application process and that you have made publicly available.

8. Storage period and criteria for determining the duration

In the case of an application, personal data will generally be stored for the duration of the application process. Personal data may also be stored for the performance of a task carried out in the public interest or in the exercise of official authority. In addition, personal data may also be stored for the duration of the exercise or defense of legal claims.

Documents from rejected applicants will be kept for up to six months after the application process has been completed.

9. Information about your rights as a data subject

BS Systems is responsible for the processing of your data, unless otherwise stated.

You can request **information** from us at any time (Art. 15 GDPR) about the data stored about you

and its **correction** (Art. 16 GDPR) in the event of errors. Furthermore, you can request the **restriction of processing** (Art. 18 GDPR), the **transferability** (Art. 20 GDPR) of the data you have provided to us in a machine-readable format, or the **deletion** of your data (Art. 17 GDPR), insofar as it is no longer required.

In addition, you have the right to **object** at any time to the use of your data based on public or legitimate interests (Art. 21 GDPR).

If we process your data on the basis of your consent, you can **revoke** this consent at any time with future effect (Art. 7 para. 3 GDPR). Upon receipt of your revocation, we will no longer process your data for the purposes specified in the consent.

If you wish to exercise your rights, please send your request by e-mail to epost@datenschutz-agentur.de or by post to the above address.

10. Right to lodge a complaint with a supervisory authority

In addition, pursuant to Art. 77 (1) GDPR, you have the right to lodge a complaint with a supervisory authority. For further information, please contact the supervisory authority responsible for your location. For BS Systems, this is:

Bayerische Landesamt für Datenschutzaufsicht
Promenade 18
91522 Ansbach
P.O. Box 1349,
91504 Ansbach
email: poststelle@lda.bayern.de
Tel: +49 (0) 981 180093-0

For reasons of readability, the masculine form has been used for the above-mentioned personal designations; however, the information refers to members of all genders.

August 2025