

PRIVACY POLICY– DATA PROTECTION IN ACCORDANCE WITH THE BASIC DATA PROTECTION REGULATION (GDPR)

betteries protects your privacy and wants you to know how we collect and process information about you. The protection and legally correct collection, processing and use of your personal data is important to us and we comply with all data protection laws when processing your application.

Please read the following information about our privacy policy:

1. RESPONSIBLE OFFICE - Name and contact details

The position responsible for the collection, processing and use of your personal data in accordance with data protection law is:

betteries AMPS GmbH
Annika Hönig
Human Resources
Goerzallee 299
14167 Berlin
Deutschland

jobs@betteries.com

2. Purposes and legal bases of processing

We process your personal data on the basis of a possible establishment of an employment relationship. The legal basis for this is Art. 6 para. 1 p. 1 lit. b) DSGVO, § 26 BDSG.

Your data will be collected and processed for the following purposes:

- Selection procedure for an advertised position
- Contacting you for the purpose of inviting you to an interview
- Conducting an interview
- Conclusion of an employment contract, if applicable

3. COLLECTION, PROCESSING AND USE OF YOUR PERSONAL DATA **3.1. DEFINITIONEN ZU PERSONENBEZOGENEN DATEN**

Personal data is any information relating to an identified or identifiable natural person. This includes your name, telephone number, e-mail address, gender, photo and other application data that you provide to us as part of your application.

3.2. WHAT PERSONAL DATA DO WE COLLECT FROM YOU?

For the purpose of managing your online application, we collect, process and use the personal data that you have provided to us by sending us your application. Generally, you decide which data you want to enter and share with us. However, if you do not provide us with your personal data that is relevant to the application process, such as data about your education or work history, we may not be able to

process or properly evaluate your application. In your application, you can provide us with a link to your profile on LinkedIn, XING or similar job boards or social media sites. We also receive personal data from you during the interviews we conduct, in which we discuss your background and profile.

We discourage you from providing us with personal data that may be considered sensitive personal data. This includes, for example, your racial or ethnic origin, marital status, political opinions, religion or other beliefs, health, criminal record, or union membership. Generally, we do not require a photo and discourage you from adding a photo to your resume. If required for a particular position and in accordance with the law, we may ask you for data about your health or other data that is considered sensitive (e.g., a doctor's certificate confirming that you are medically fit to perform the job requirements). If you provide us with this information, we will handle it responsibly and require your explicit consent to process it.

If you include personal information about others in your application (e.g., letters of recommendation, references on your resume), you will need confirmation from those others and that you allow us to use that information in accordance with this Privacy Policy.

betteries regularly proactively searches online for candidates for our open positions and may subsequently process your personal data on platforms such as LinkedIn, XING, developer platforms or other sites where you have posted your profile under the terms you have agreed to on the platforms. We may then use this data to assess whether you are suitable for one of our open positions.

3.3. HOW WE USE YOUR PERSONAL DATA

3.3.1. Talent acquisition / recruiting

We collect and process the personal data about you in order to process your application and match your application with our vacancies, (Art. 6 (1) (b) DSGVO). This also includes the use of the data to contact you.

The application data you have provided to us will be made available to the recruiter who manages the job you have applied for. We may also share your application with managers of departments with vacancies or other functional areas that match your applicant profile (Art. 6 (1) (f) DSGVO).

In cases where you have provided us with sensitive information, we need your consent to process this information (Art. 9 (2) (a) GDPR). We recommend that you do not include sensitive information in your application. Providing sensitive data may actually prevent betteries from processing your application. betteries does not require sensitive personal data to process applications.

We may also use personal data about you for our legitimate business interest (Art. 6 (1) (f) DSGVO), such as in the context of satisfaction surveys related to the recruitment process, to improve or change our services and operations.

In some cases, we may be required by law to process data about you or to use your data to help us establish or defend legal claims.

Your application will be automatically deleted six months (legal retention period) after the end of the application process. You can ask us to delete your data at any time by sending an email to: jobs@betteries.com. Please note that this means that you are withdrawing from application processes that are still in progress.

3.3.2 Talent pool

At the invitation of our recruiter, you can join our talent pool after completing the application process. If you want to use this option, we ask for your consent to store your data (such as contact details, qualifications, years of work experience, etc.) for a period of 24 months.

Your consent is not indefinite. At the end of the 24 months, we will ask you again if you want to continue to be part of our Talent Pool. You have the option to revoke your consent: If you do, your data will be automatically deleted. If we do not hear from you, we will of course consider this as a sign of lack of interest and will delete your data accordingly.

You can ask us to delete your data from our talent pool at any time by sending an email to jobs@betteries.com. Please note that this does not necessarily mean that we will not contact you in the future. betteries has a legitimate interest in finding the right candidates. If you have made your data public (e.g. on social media or on a job page), we assume that it is reasonable to expect that you would like to be informed about positions that might fit your profile. As long as you maintain a public profile, our recruiter may find it and may contact you again to inform you about open positions, even if we have received a request from you in the past to delete your data. betteries does not process personal data of applicants for blacklisting purposes. However, we will avoid multiple or unwanted contacts as much as possible.

4. SERVICE PROVIDERS AND CROSS-BORDER DATA TRANSFER

We use service providers to process your personal data. We select service providers with due care to ensure that your data is stored and handled properly.

For our application management, talent pool management and interview implementation, we use the services of Microsoft Ireland Operations Limited, One Microsoft Place, South country Business Park, Leopardstown, Dublin 18 D18 P521, Ireland. For this purpose, your data is stored and processed on Microsoft servers located in Amsterdam, Netherlands and Dublin, Ireland. The storage takes place within the framework of a data processing agreement.

5. NOTES ON COOKIES

For an overview of all cookies we use, please click [here](#).

6. UPDATES TO THIS PRIVACY STATEMENT

As our website evolves to improve our service to you, changes to this Privacy Policy may be necessary. We therefore recommend that you re-read this privacy policy from time to time.

7. HOW YOU CAN VIEW, CHANGE OR WITHDRAW PERSONAL DATA

You have the following rights regarding data protection under the respective legal conditions: Right to information (Art. 15 GDPR), Right to erasure (Art. 17 GDPR), Right to rectification (Art. 16 GDPR), Right to restriction of processing (Art. 18 GDPR), Right to data portability (Art. 20 GDPR), Right to complain to a supervisory authority (Art. 77 GDPR) as well as the right to object to certain data processing measures (Art. 21 GDPR). If you have given your consent to the processing of your data, you can revoke it at any time. The revocation does not affect the permissibility of the processing of your data that took place before the revocation.

8. CONTACT DATA

If you have any questions about this privacy statement or how we handle your information, please contact:

Betteries AMPS GmbH
Annika Hönig
Human Resources
Goerzallee 299
14167 Berlin

E-Mail: jobs@betteries.com

You also have the right to file a complaint with the data protection authorities. The tasks of the data protection authorities depend on the location of the competent authorities. However, you can contact the data protection authority, which will then forward your complaint to the competent authority. The authority responsible for betteries is Berliner Beauftragte für Datenschutz und Informationsfreiheit, Friedrichstr. 219 b, 10969 Berlin, Germany.