

## Data Protection Information Regarding Applications

How we process your application data in accordance with Art. 13, 14, and 21 of the General Data Protection Regulation (GDPR) [as at March 2020]

Thank you for considering invi technologies! With this information, we would like to apprise you of the ways we process your application data, and the rights the GDPR grants you in relation to your data. Please read the following information carefully.

For further questions regarding data protection at our company, please contact us via email at [contact@invi-technologies.com](mailto:contact@invi-technologies.com).

### 1. Responsible Party

Ms. Jiao Xu (Manager)

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### 2. Legal Basis of Data Collection

We process your personal data in accordance with the European General Data Protection Regulation (GDPR) and the corresponding German Bundesdatenschutzgesetz (BDSG-neu) only in so far as to determine whether to employ you at our company.

The legal basis for this is Art. 88 GDPR in combination with §26 BDSG-neu, as well as Art. 6 (1) lit b GDPR if warranted. Furthermore, we are within our rights to process your personal data if it is necessary to fulfill our legal obligations (Art. 6 (1) lit c GDPR) or for ongoing litigation. The legal basis for this is Art. 6 (1) lit f GDPR. An example of this would be to provide required documentation in the case of allegations pertaining to discrimination as covered by the German law AGG (Allgemeines Gleichbehandlungsgesetz).

If you give us consent to process your personal data for a specific purpose, the legal basis is Art. 6 (1) lit a GDPR. You can withdraw your consent for future processing at any time. (For further details on how to withdraw your consent, please refer to section 7 of this information.)

If your application results in an employment relationship with us, we may process the personal data given to us via your application for the purposes of managing or terminating that relationship, or for obligations resulting from laws, contracts, or collective agreements pertaining to our company in accordance with Art. 88 GDPR and §26 BDSG-neu respectively.

### 3. Collected Data

We only process your personal data as it pertains to your application. This data includes general personal information (name, address, contact information, etc.), information about your professional qualifications and school records, information about additional qualifications, as well as other data you might send to us in the context of your application.

### 4. Origin of Data

We process personal data that we have acquired via personal contact, in the form of your application (mailed or electronic), or via the German Federal Employment Agency (Bundesagentur für Arbeit) and its “Jobbörse” platform if you are using their services.

### 5. Recipients of Data

Within our company, your personal data will only be processed by the departments and persons that require it for contractual or legal obligations, or to determine whether to employ you at our company. We may transmit your personal data to our associates within the limits laid out by section 2 of this information.

In accordance with Art. 28 GDPR, your data may be processed by external service providers (so-called “Processors”) on our behalf. These cases are governed by contracts and we take full responsibility to ensure that your data is processed in accordance with the GDPR. In our case, processors include web hosting and office software service providers. If your application results in an employment relationship with us, some of your personal data will be shared with our accountants.

Your data will only be shared outside of our company in cases where this is permissible under current law, necessary to comply with legal obligations, or in cases where we have your consent to do so.

### 6. Duration of Data Collection

We store your personal data as long as necessary to determine whether to employ you at our company. Your personal and application data will be kept for at most 6 months after the conclusion of the application process (for example, after we have declined an application), unless we have the permission or legal obligation to store it longer. In the case of litigation, we store your personal data until the conflict is resolved. If you withdraw your application, we will delete your personal data as soon as possible.

In case you consent, we may store your personal data for a longer period of time. The exact duration will be limited by the extent of your consent. If your application results in an employment relationship with us, we will continue to hold onto your data within the limits of the GDPR and subsequently transfer it to your personnel file.

Upon the conclusion of the application process, you might receive an invitation to our talent pool. In case of future suitable job openings, we can contact the members of our talent pool to solicit applications. If you consent to be included in the pool, we will continue to store your personal data. The exact duration will be limited by the extent of your consent.

## 7. Your Rights

The GDPR grants you the following rights pertaining to your personal data:

- The right of access (Art. 15 GDPR)
- The right to rectification (Art. 16 GDPR)
- The right to erasure (Art. 17 GDPR)
- The right to restriction of processing (Art. 18 GDPR)
- The right to be notified (Art. 19 GDPR)
- The right to data portability (Art. 20 GDPR)

Additionally, Art. 77 GDPR grants you the right to file a complaint with a supervisory authority if you are concerned that your personal data is not processed in accordance with the law. The right to file a complaint does not interfere with other legal proceedings.

If the legal basis for the processing of your personal data is your consent, Art. 7 GDPR grants you the right to withdraw your consent at any time. Please be advised though that your withdrawal only affects future processing of your personal data. Past processing that occurred before you submitted your withdrawal is not affected by it. Please also take into account that we have certain legal obligations to store your personal data for a particular amount of time (see section 6 of this information).

### **Raising an objection:**

If the processing of your personal data is based on Art. 6 (1) lit f GDPR, Art. 21 GDPR grants you the right to object on the grounds of your particular situation. We will then no longer process your personal data, unless we can provide compelling legitimate grounds that override your interests, rights, and freedoms, or the processing of your personal data is necessary in the case of litigation.

## 8. Necessity of Personal Data Collection

You are not obligated by law or contract to provide us with personal data during the application process. Please keep in mind though that we cannot make decisions about employment relationships without it. If you do not provide us with personal information, we cannot properly evaluate your application. We do however recommend that you only give us access to personal data that is necessary for the application process.