

Privacy policy for applicants

In the course of your application to MOOG Partnerschaftsgesellschaft mbB (hereinafter also referred to as "MOOG"), you provide MOOG with your personal data. This data will be processed at MOOG for the purpose of the application.

According to the General Data Protection Regulation (GDPR), which has been binding in Europe since May 25, 2018, personal data is any information relating to an identified or identifiable natural person (e.g. your name, address and e-mail address, bank details). Processing is any operation or set of operations which is performed on personal data, in particular the collection, organisation, storage or destruction of data. Details can be found in Art. 4 No. 1 and 2 GDPR.

We are informing you about the processing of your applicant data - as well as your rights - with this letter. We hereby fulfill our obligations under Art. 12 to 14 GDPR.

The text of the GDPR is currently available at the following web address:

<http://eur-lex.europa.eu/legal-content/DE/TXT/HTML/?uri=CELEX:32016R0679&from=DE>. The text of the Bundesdatenschutzgesetz (German Federal Data Protection Act) 2018 can be found at www.gesetze-im-internet.de under the search term "BDSG".

1. Who is responsible for processing my applicant data?

According to the GDPR, the person who determines the purposes and means of data processing is responsible for data protection compliance ("controller" within the meaning of the GDPR). The controller for your applicant data is:

MOOG Partnerschaftsgesellschaft mbB
Tax Advisers, Lawyers, Auditors, Certified Accountants

Holzhofallee 15a
64295 Darmstadt
www.moogpartner.de

2. Data protection officer at MOOG and contact details

A data protection officer has been appointed at MOOG. Name and contact details are:

Mr. Marc Oliver Giel
Lagerstraße 11a
64807 Dieburg
E-mail: guel@datamog.de

3. Scope of data processing of applicant data at MOOG

The data we process from you in the application process depends on the information you provide us with. In

this context, we ask that you only provide us with information that is relevant to your application.

We absolutely need the following information in order to decide on the establishment of the employment relationship: name, contact details and curriculum vitae, including references.

Applicants are not legally or contractually obliged to provide the requested data. However, if you do not wish to provide this information, we may not be able to consider your application.

4. Purposes of processing your applicant data by MOOG

Your personal data will be used in the application process to decide on the establishment of the employment relationship. It will be checked by the management in order to decide on your suitability for the respective position and, if necessary, to compare them with the documents of other applicants. If you are hired, your documents may also be used to implement the employment relationship, i.e. in particular to prepare an employment contract offer. You may then receive a separate data protection declaration for MOOG employees. In the case of rejected applicants, we will retain the data for some time in order to be able to defend against any unjustified claims by applicants in the proceedings.

5. Legal basis for the processing of your employee data

Art. 6 para. 1 lit. b) GDPR in conjunction with Section 26 BDSG 2018 serves as the legal basis for the processing of personal data required for the decision on the establishment of the employment relationship. Insofar as we retain the data of rejected applicants for several months after completion of the application process, we base this on our legitimate interests in being able to defend against unjustified claims and thus on Art. 6 para. 1 sentence 1 lit. f) GDPR. According to this, personal data may be processed in the interests of the controller, unless the interests or fundamental rights and freedoms of the data subject, which require the protection of personal data, prevail.

6. How long will MOOG store my application data?

In the case of rejected applicants, we retain the application documents for a period of five months after rejection. After that, the documents will be deleted and returned to you, if you have them in paper form.

If you are hired, we retain your application data for the duration of the employment relationship and, if required by retention obligations, also for the duration of this retention obligation. If we still anticipate claims on your part, we may also retain the documents after termination of the employment relationship for as long as the claims are pending. The storage period is then determined by any applicable exclusion clauses or by the statutory limitation provisions, e.g. Sections 195 et seq. BGB (Bürgerliches Gesetzbuch, German Civil Code).

7. To whom will my personal data be disclosed?

At MOOG, your application documents are only disclosed to the shareholders who decide on your application and to the employees involved in the decision. We do not disclose your data to third parties.

8. No automated decision-making, no profiling and no transfer to third countries or international organisations

Your application data will not be subject to automated decision-making. Likewise, no profiling takes place at MOOG. MOOG also does not transfer employee data to third countries or to international organisations. Third countries are all countries that are not member states of the European Union.

9. Your rights in connection with the processing of your data

The GDPR and other data protection regulations grant you extensive rights as a data subject. We must also inform you of these rights when you submit your application. We will limit ourselves here to the essentials - if you have detailed questions about your rights under the GDPR, please contact the data protection officer named in section 1 at any time.

Right to information (Art. 15 GDPR)

According to Art. 15 GDPR, you have the right to request information from us at any time as to whether we are processing your personal data. If this is the case, you may in particular request information about the processing purposes, the category of personal data, the recipients or categories of recipients to whom your data has been or will be disclosed, the planned storage period, the existence of a right to rectification, erasure, restriction of processing or objection, the existence of a right of appeal, the origin of your data if it has not been collected by us, as well as about the existence of automated decision-making including profiling and, if applicable, meaningful information on its details. You can find details on the right to information in Art. 15 GDPR and Section 34 BDSG 2018.

Right to rectification (Art. 16 GDPR)

In accordance with Art. 16 GDPR, you have the right to demand that we rectify your personal data immediately if it is incorrect. You also have the right to request that we complete your personal data. Details can be found in Art. 16 GDPR.

Right to erasure (Art. 17 GDPR)

According to Art. 17 GDPR, you can request the erasure of your personal data stored by us, unless the processing is necessary to exercise the right to freedom of expression and information, to fulfill a legal obligation, for reasons of public interest, or to assert, exercise or defend legal claims. Details are regulated in Art. 17 GDPR and in Section 35 BDSG 2018.

Right to restriction (Art. 18 GDPR)

In accordance with Art. 18 GDPR, you also have the right to request the restriction of the processing of your personal data if

- you contest the accuracy of the data
- the processing is unlawful, but you object to its erasure, or
- we no longer need the data, but you require it for the assertion, exercise or defense of legal claims
- or you have objected to processing in accordance with Art. 21 GDPR.

Details can be found in Art. 18 GDPR.

Right to data portability (Art. 20 GDPR)

You have the right to receive your personal data in a structured, commonly used and machine-readable format and you are entitled to have this data transmitted to other persons (e.g. employers, tax advisors, etc.) by us. Details are regulated in Art. 20 GDPR.

Right to withdraw consent that has been granted (Art. 7 GDPR).

Consent to the processing of data under data protection law can be revoked at any time, Art. 7 (3) GDPR. However, the revocation does not call into question the lawfulness of the consent given up to that point based on consent. The processing may only be discontinued for the future. Details can be found in Art. 7 GDPR.

Right to object to processing (Art. 21 GDPR)

If we process your employee data on the basis of legitimate interests pursuant to Art. 6 (1) p. 1 lit. f) GDPR, you have the right to object to the processing, if there are reasons for this that arise from your particular situation or the objection is directed against direct advertising. In the latter case, you have a general right to object, which is implemented by us without specifying a particular situation. You can find details on this in Art. 21 GDPR.

Right to lodge a complaint with a supervisory authority (Art. 77 GDPR).

You have the right to lodge a complaint against us with a supervisory authority. In Hesse, the Hessian State Data Protection Commissioner is the competent supervisory authority:

Der Hessische Datenschutzbeauftragte

PO Box 3163

65021 Wiesbaden

Phone: +49 (0)611 140 80

Fax: +49 (0)611 14 08-900 oder 901

E-mail: poststelle@datenschutz.hessen.de

Homepage: <http://www.datenschutz.hessen.de>