

Form Doc.-No: FB1-1.20	Privacy Policy of Dietzel Hydraulik GmbH for applicants	Version: A Date: 15.04.2026
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The following description is aimed at persons ("applicants") who provide personal data to Dietzel Hydraulik GmbH, Leedenstraße 10, 04626 Löbichau ("Dietzel") in the context of unsolicited applications or job applications.

The following data protection information explains the manner in which the applicants' personal data is processed and is based on terms used by the European legislator for the adoption of the General Data Protection Regulation ("GDPR"). In order to make the data protection information easier to read and understand, some of the terms used are explained in advance.

In all cases of ambiguity or dispute, the German version of this document shall prevail.

## 1. Definition

**"Personal data"** means any information relating to an identified or identifiable natural person (hereinafter "data subject" or "data subject"). A natural person is considered identifiable if he or she can be identified, directly or indirectly, in particular by reference to a name, an identification number, location data, or an online identifier.

**"Processing"**: any operation or set of operations relating to personal data, whether carried out with or without the aid of automated processes. This includes, for example, the collection, recording, organization, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or other form of provision, alignment or combination, restriction, deletion or destruction of personal data.

**"Consent"**: means any freely given, specific, informed and unambiguous indication of the data subject's wishes, in the form of a statement or other clear affirmative action, by which the data subject signifies that he or she agrees to the processing of personal data concerning him or her.

## 2. Is there an obligation on the part of the applicant to provide personal data?

Consideration of an application requires that the applicant provides Dietzel with the personal data necessary for communication with the applicant and examination of the applicant's qualifications. Without this data, Dietzel will generally not establish a contractual relationship with the applicant.

## 3. Purpose of processing

Dietzel processes the applicant's personal data in accordance with the applicable legislation on the protection of personal data and data security. As part of an application process, Dietzel processes personal data of applicants for the following purposes:

- Communication with the candidate in the context of filling the vacancy;
- Examination of the candidate's suitability for the position to be filled;
- If necessary, contacting provided references for the purpose of obtaining information;
- Preservation of evidence for possible proceedings under the General Equal Treatment Act (AGG); Asserting, exercising and defending legal claims.

## 4. Data categories

Which personal data of the applicant is processed in detail depends largely on the circumstances of the individual case. For the aforementioned purposes, Dietzel processes the following categories of personal data of the applicants:

- Contact information provided by the applicant, such as first and last name, address, telephone number, mobile phone number, fax number and e-mail address;
- Information the processing of which is necessary for the examination of the application or which is voluntarily provided by the applicant.

## 5. Legal basis under data protection law

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- The processing of the Applicant's personal data is based on the following legal bases: Consent of the Candidate to the data processing (Art. 6 para. 1 letter a) GDPR). The submission of application documents constitutes the applicant's consent to the processing of his/her personal data for the purposes described in section 3. Thus, the lawfulness of this processing is given on the basis of consent. In the event of a withdrawal of consent, Dietzel may only continue to process the personal data to the extent that Dietzel can base the processing on another legal basis.
- Data processing to safeguard legitimate interests (Art. 6 para. 1 letter f) GDPR). In addition to the actual filling of the vacancy, Dietzel processes personal data of the applicant to protect the legitimate interests of Dietzel or third parties. The processing is carried out in particular to contact references provided by the applicant, to assert legal claims and to defend in the event of legal disputes. The processing of personal data to safeguard legitimate interests is always refrained from if there are recognisable indications for Dietzel that the applicant's overriding interests worthy of protection oppose the processing. Before any processing of personal data to safeguard legitimate interests, the conflict of interests worthy of protection is therefore examined in the context of an objective consideration.

## 6. Transfer and disclosure of personal data to third parties

Dietzel only transmits personal data to other third parties (e.g. courts, authorities, law firms) if this is the order of the day. **Managing Director:** Robert Schwedler D 04626 Löbichau, Leedenstraße 10 info@dietzel-hydraulik.de, www.dietzel-hydraulik.de certified according to: HRB 519745 at the Local Court of Jena DIN EN ISO 9001 D 46509 Xanten, Herdekamp 8 VAT ID No.: DE 174 642 739 · Tax No.: 161/107/10570 DIN EN ISO 50001

fulfilment of the aforementioned purposes is required or the transmission is necessary in order to assert, exercise or defend one's own legal claims. In order to contact the references mentioned by the applicant, Dietzel will only use the applicant's personal data in consultation with the applicant.

Dietzel works together with technical service providers (so-called processors), such as service providers for EDP/IT applications, data destruction, marketing and website management. These service providers only act according to Dietzel's instructions and are contractually obliged to comply with the applicable data protection requirements.

Data will only be transferred to countries outside the EU or the EEA (so-called third countries) if necessary for the performance of the contract with the applicant in the individual case or required by law. Dietzel does not work with service providers in third countries.

On the basis of Regulations (EC) No. 881/2002 and No. 2580/2001, we are obliged to regularly check all partners involved in a transaction (including creditors, debtors, external service providers, banks, subcontractors, etc.) as well as our employees and applicants against the official sanctions lists.

## 7. Deletion periods

If Dietzel does not conclude an employment contract with an applicant, the application documents will be automatically deleted six months after the rejection decision is announced, provided that deletion does not conflict with any other legitimate interests of Dietzel. Other legitimate interest in this sense is, for example, a burden of proof in proceedings under the General Equal Treatment Act (AGG).

If the applicant has given Dietzel further consent to further use in the event of a new vacancy, the deletion will take place at the latest after the expiry of the period specified in the declaration of consent or consent will be requested again.

If the applicant's personal data is processed on the basis of the applicant's consent, the applicant has the right to revoke the consent given at any time with effect for the future in accordance with Art. 7 (3) GDPR. After the revocation has taken place, a continuation of the data processing is only permissible if the (future)

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processing can be based on a legal basis other than consent (cf. section 5 above).

If an employment contract is concluded with the applicant, the applicant's personal data will be further processed – to the extent necessary for this purpose – for the performance of the contract to be concluded (Art. 6 (1) (b) GDPR). In this case, the applicant will be informed separately about the processing of his personal data in the context of the employment relationship at the time of the conclusion of the contract.

## 8. Rights of the applicant

The applicant has the following rights. Your claim will be processed immediately and will not lead to any disadvantages for the applicant.

Right to information (Art. 15 GDPR):

The applicant may – without owing any remuneration for this – request information from Dietzel about which personal data is being processed, from which data source it originates and for what purpose(s) the data is being processed and – where relevant – to which recipient or categories of recipients the data is being transmitted. Requests for information received electronically will be answered electronically.

Right to object (Art. 21 GDPR):

The applicant may object to the processing of his or her data on grounds relating to his or her particular situation, insofar as the data processing is based on the exercise of legitimate interests of Dietzel or a third party (Art. 6 (1) (f) GDPR) and in cases where the data processing is carried out in the public interest (Art. 6 (1) (e) GDPR). If the applicant objects, Dietzel will no longer process the personal data, unless Dietzel can demonstrate compelling legitimate grounds for the processing that outweigh the interests, rights and freedoms of the applicant, or the processing serves to assert, exercise or defend legal claims.

Insofar as Dietzel processes the personal data in order to provide targeted information about Dietzel's range of services (hereinafter referred to as "advertising purposes"), the applicant has the right to object at any time to the processing of personal data concerning him or her for this purpose. In the event of objection to processing for advertising purposes, Dietzel will no longer process the applicant's personal data for these purposes.

Right to data portability (Art. 20 GDPR):

The applicant has the right to demand the release of the personal data that he has provided to Dietzel in a structured, commonly used machine-readable format, provided that the processing of the data is based on the consent of the applicant (Art. 6 para. 1 letter a) GDPR) or the processing was carried out for the performance of a contract concluded with the applicant or for the implementation of pre-contractual measures (Art. 6 para. 1 letter b) GDPR).

Right to rectification (Art. 16 GDPR):

If personal data is incorrect or incomplete, its correction or completion may be requested. A correction also triggers an obligation on the part of Dietzel to notify all recipients to whom the incorrect data has been passed on, unless this is exceptionally impossible or involves disproportionate effort.

Right to erasure (Art. 17 GDPR):

The Applicant may request the deletion of his/her data without undue delay if (i) the purpose of the data processing has ceased to exist due to the passage of time or for other reasons, (ii) the processing is based on the Applicant's consent and this has been revoked, (iii) the Applicant has objected to the processing and further processing must subsequently be refrained from, or (iv) the legal basis for the

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processing of the data is missing or has ceased to exist. However, Dietzel must take into account existing retention obligations and interests worthy of protection that oppose deletion

Right to restriction of processing (Art. 18 GDPR):

The processing of personal data is to be restricted (i) as long as a disputed accuracy of the data is checked by Dietzel, (ii) the processing was inadmissible from the outset, but an objection to deletion has been received by the applicant, (iii) after the purpose has been achieved, if the applicant still needs the data to assert legal claims, and (iv) during the examination of an objection by the applicant. During the period of limited processing, processing by Dietzel will only take place (i) with the consent of the applicant or (ii) for the establishment, exercise or defence of legal claims or (iii) for the protection of the rights of another person or for reasons of important public interest.

Right to lodge a complaint (Art. 77 GDPR in conjunction with § 19 BDSG):

The applicant has the right to address complaints to a supervisory authority.

Right to revoke consent under data protection law (Art. 7 para. 3 GDPR)

The applicant has the right to revoke any consent given to Dietzel for the processing of personal data at any time.

## 9. Responsibilities

The internal reporting office for data protection information is:

Dietzel Hydraulik GmbH  
Management Secretariat  
Leedenstraße 10  
04626 Löbichau  
Germany

Phone: +49 (0) 36602 140 344

E-mail: [datenschutz@dietzel-hydraulik.de](mailto:datenschutz@dietzel-hydraulik.de)

The contact details of the data protection officer for Dietzel Hydraulik GmbH are: **ad hoc datenschutz GmbH** Im Bresselsholze 12

07819 Triptis • Germany

Mail: [kevin.schulz@ad hoc-datenschutz.de](mailto:kevin.schulz@ad hoc-datenschutz.de)

Phone: 0365 527 862 32 (extension) Fax: 0365 527 862 59

Web: [ad hoc-datenschutz.de](http://ad hoc-datenschutz.de)

By using the aforementioned contact details, the rights specified in section 8 can be asserted by the applicant both vis-à-vis the responsible body and the data protection officer.

The Thuringian State Commissioner for Data Protection and Freedom of Information (TLfDI) monitors compliance with data protection law in the non-public sector in the Free State of Thuringia.

The applicant has the option of contacting the supervisory authority at any time at:

Thuringian State Commissioner for Data Protection and Freedom of Information

P.O. Box 90 04 55 | 99107 Erfurt

Häßlerstrasse 8 | 99096 Erfurt

[poststelle@datenschutz.thueringen.de](mailto:poststelle@datenschutz.thueringen.de)

Phone: +49 (0) 3 61 / 57 311 29 00

Fax : +49 (0) 3 61 / 57 311 29 04

## 10. Changes to the Privacy Policy

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Dietzel reserves the right to adapt this data protection declaration to changed factual or legal conditions if necessary.