



Privacy Policy for Applicants (pursuant to Section 13 of the regulation (EU) 2016/679)

Dear applicants,

Horton Europe would like to provide its employees with a trusting working environment. This includes respecting your privacy and protecting your personal data. Therefore, please carefully read the following privacy policy.

Name and contact details of the person responsible

The responsible body for data processing in the sense of Section 1(7) of the GDPR is

Horton Europe GmbH & Co.KG
Brüsselstraße 1
97424 Schweinfurt, Germany
Managing director: Thomas William Wollin

Contact details of the data protection officer

If you have any questions or concerns regarding data privacy, please do not hesitate to contact our data protection officer:

Mr Arnd Harnischmacher
c/o DH+P Gesellschaft für Unternehmensberatung mbH
Reichertweg 10
63069 Offenbach am Main, Germany
Mail to: privacy@data-screen.de

Purposes for collecting, storing and using your data

Processing of your personal data is effected solely to evaluate your applicant profile with respect to your qualification and professional capabilities as part of the selection process at Horton Europe. There will be no change to these processing purposes without your explicit consent. This consent can be revoked at any time.

Using cookies

For more information on using cookies, please click: <https://www.hortonww.com/de/privacy-policy.html>

Legal bases of data processing

Processing your application pursuant to Section 88 of the GDPR in connection with Section 26 of the German Federal Data Protection Act as well as performing pre-contractual steps (upon your request) form the legal basis for processing your personal data. Your consent pursuant to Section 6(a) of the GDPR may be required for extended storage of your data or further inquiries with your previous employer. This consent can be revoked at any time.

Transfer of data

Your data will be transferred to the specialized departments within Horton Europe GmbH involved in the application process as part of the selection process.

Transfer of data to bodies in third countries

If you apply for an international vacancy in our company, your data may also be transferred to the decision makers in the USA. For data transfer into the USA, Horton Europe arranged guarantees pursuant to Section 46(c).

Storage period

Your data will be stored for 4 months after completing the application process. If you enter into an employment relationship with Horton, your data will be processed in our human resources information systems, otherwise, they will be deleted. Extended storage for the purpose of contacting you again requires your consent pursuant to Section 6(1) of the GDPR.



Right to access, rectification and amendment of your data and to objection against processing and to filing complaints

You have the right to request a confirmation on the existence or non-existence of your personal data.

Additionally, you are entitled to receive the following information:

- origin of your personal data;
- purpose and methods of processing;
- logic used for electronic data processing;
- identity of the person responsible and the task processors;
- identity of the persons or person categories your personal data are transferred to or who receive your data as authorized representatives of our company in your country of residence or as individual persons authorized to process your data.

You are also entitled to request

- a) that your data be updated, rectified or amended;
- b) that processing is limited to the extent you gave your consent to by accepting this privacy policy;
- c) deletion, anonymization or blocking of unlawfully processed data;
- d) a declaration that confirms that the persons or companies we distribute or transfer your data to have been informed in detail on the execution of the actions described under (a) and (b), unless this is impossible or cannot be achieved by using means appropriate and proportionate with regards to the protective right;
- e) the receipt of the personal data we collected from you in a structured, commonly used and electronically readable format and the direct or indirect transfer of the data (by Horton) to another person responsible (also referred to as data portability).

You also have the right to objection - in whole or in part - against:

- processing your personal data if there is a legitimate reason, including the data relevant for the purposes they have been collected for;
- processing your personal data to create profiles, send you promotion material and direct sales messages and to perform market and promotional surveys.

In order to exercise your rights mentioned above, please send an email to our data protection officer under privay@data-screen.de.

If you believe that we or any person or company we transferred your data to have violated your rights, you can file a complaint with the data protection authority. The competent supervisory authority for Horton Europe Schweinfurt is:

Bayerisches Landesamt für Datenschutzaufsicht (BayLDA)
Promenade 27
91522 Ansbach, Germany
Telephone +49 (0) 981 53 1300
Telefax +49 (0) 981 53 1300
Email: poststelle@lda.bayern.de