



Information about the collection and processing of your personal data in connection with the application process

The following information will give you an insight into how we collect and process your personal data in connection with the application process. The particular aspects of the application process in question determine which of your data is processed and the purpose of this processing.

1. Who is responsible for the data processing?

The following entities of the camLine group are jointly responsible:

camLine Holding AG

Industriering 4a, 85238 Petershausen, Germany

Legal representatives:

Heinz Linsmaier (CEO), Bernhard Jofer (VP), Chee Cheong Ng (Bryan Ng, VP), Hong Sin Goh (Mitch Goh VP)

camLine GmbH

Industriering 4a, 85238 Petershausen, Germany

Legal representatives:

Heinz Linsmaier (CEO), Bernhard Jofer (VP)

camLine Dresden GmbH

An den Ellerwiesen 11, 01109 Dresden, Germany

Legal representatives:

Frank Böstler, Andreas Strauch

camLine Solutions Srl

Aleea Tudor Neculai 132, 700713 Iasi, Romania

Legal representative:

Claudia Antici

camLine Hungary Kft

Semmelweis Ignac utca 2, 9700 Szombathely, Hungary

Legal representative:

Peter Horvath



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camLine USA Inc

1170 Howell Mill, Road Suite 300 Atlanta, Atlanta GA 30318, USA

Legal representative:

Andrew Lu

camLine Pte Ltd

18, Kaki Bukit Road 3, #04-20 Entrepreneur Business Centre, 415978 Singapore, Singapore

Legal representatives:

Chee Cheong Ng (Bryan Ng, VP), Hong Sin Goh (Mitch Goh VP)

camLine Pte Ltd

No.43, Datong Street, Banqiao District, New Taipei City 220, Taiwan

Legal representative:

Hong Sin Goh (Mitch Goh VP)

camLine Pte Ltd

Waterplace Residence, Pakuwon Indah Lontar, Timur 3-5, Tokan B 08, Surabaya

Legal representative:

Sien Chang

camLine Sdn Bhd

2-3-3A One Square, Tingkat Mahsuri, 11950 Bayan Lepas, Penang, Malaysia

Legal representative:

Danny Yeoh Soon Kwang



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2. How can you contact the Data Protection Officer?

You can contact our Data Protection Officer at:

Data Protection Officer camLine
Industriering 4a
85238 Petershausen, Germany

privacy@camline.com

3. Which of your personal data will be used by us?

We will process your personal data, insofar as this is necessary for conducting the application process.

This concerns the following data categories:

- Applications containing personal data: Name, address, contact data, data about qualifications, activities etc.
- (Employment) testimonials containing address data, performance data, appraisal data etc.
- Certificates containing address data, performance data, appraisal data
- Applicant's publications/inventions
- References
- Publicly accessible, job-specific data, such as the applicant's profile on professional social media networks

4. For what purposes do we process your data? And on what legal basis?

- a. Data processing for the purposes of the employment application procedure (§ 26(1) German Federal Data Protection Act (Bundesdatenschutzgesetz, BDSG)

Personal data of applicants may be processed for employment application purposes, where necessary for us to make a job recruitment decision.

If an employment relationship is established between you and us, in accordance with Section 26(1) BDSG the personal data already received from you may be further processed for the purposes of the employment relationship, if this is necessary for performing or terminating the employment contract or to exercise or satisfy rights and obligations of the employees' representation of interest resulting from a law or collective agreements or other agreements between the employer and worker representation bodies.

- b. Based on the consent issued by you (Art. 6(1) point a GDPR, Section 26(2) BDSG)



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If personal data of applicants is processed on the basis of consent, then the applicant's level of dependence particularly in the application process and the circumstances under which consent was given, shall be taken into account in assessing whether such consent was freely given. Consent may be deemed to have been freely given, particularly if it is associated with a legal or economic advantage for the applicant, or if the employer and applicant are pursuing the same interests.

If you have given us your consent to collect, process or communicate certain personal data, this consent shall then form the legal basis for the processing of this data.

You can issue the following types of consent during the course of the application process:

- storage of application documents beyond the current application process to be taken into consideration in future application procedures

You may withdraw your statement of consent at any time. This applies equally to consents you have issued to us before 25 May 2018. A revocation of consent shall not affect the lawfulness of the processing performed prior to the revocation declaration.

5. What are the sources of data?

We process personal data received from you during the application process.

We also receive personal data from the following agencies:

- Job recruitment agencies

6. Who receives my data?

Companies within the corporate group:

The application process is managed on a centralized basis. Please note that by submitting an application, you are submitting an application to the camLine group; this will enable us to process your application data as quickly as possible.

External service providers:

- IT service providers (e.g. maintenance service providers, hosting service providers)
- File and data destruction service providers

If you have any further questions or queries concerning the specific recipients, please contact us at:
privacy@camline.com



7. Will your data be transferred to countries outside the European Union (so-called “third countries”)?

Countries outside of the European Union (and the European Economic Area, “EEA”) handle the protection of personal data differently from countries within the European Union. In order to process your data, we also use service providers located in third countries outside of the European Union. The EU Commission has currently not issued any decision that these third countries generally offer an adequate level of protection.

We have therefore taken measures to ensure that your personal data is processed in third countries with the same level of protection as within the European Union.

We and our service providers in third countries have agreed that standard data protection clauses issued by the Commission of the European Union shall apply. These clauses provide suitable guarantees for the protection of your data by service providers based in third countries.

If you would like to view the existing guarantees, please contact us at privacy@camline.com.

8. How long will your data be stored?

We will store your personal data for as long as is necessary to reach a decision regarding your application. Your data will generally be erased within 6 months from the start of the selection process.

However, if no employment relationship is established between you and us, we may continue to store data beyond that time, provided you have consented to the extended storage period, or if this is necessary to defend against possible legal claims.

9. What rights do I have in connection with the processing of my data?

Every data subject has the right to information according to Art. 15 GDPR, the right to rectification according to Art. 16 GDPR, the right to erasure according to Art. 17 GDPR, the right to restriction of processing according to Art. 18 GDPR, the right to objection according to Art. 21 GDPR, as well as the right to data portability established in Art. 20 GDPR. The restrictions set out in Sections 34 and 35 BDSG apply to the right to information and the right to erasure.

9.1 Right to object

What rights do you have when data is processed on the basis of your legitimate interests or in the public interest?

In accordance with Art. 21(1) GDPR, you have the right to object, on grounds relating to your particular situation, at any time to the processing of personal data concerning you, which is based on Article 6(1)(e)



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GDPR (data processing in the public interest) or Article 6(1)(f) GDPR (data processing for the purpose of pursuing legitimate interests), including profiling based on those provisions.

If you do raise an objection, we will no longer be able to process your personal data unless we can show compelling legitimate grounds for the processing which override your interests, rights and freedoms, or if the processing serves to assert, exercise or defend legal claims.

9.2 Withdrawal of consent

You may, at any time, withdraw your consent to the processing of personal data. Please note that the withdrawal will not affect data processing that has already been performed.

9.3 Right to information

You may request information from us, as to whether we are currently storing personal data concerning you. If you wish, we will also inform you of what data this concerns, the purposes for which the data is processed, to whom this data will be disclosed and what other rights you have in connection with this data.

9.4 Additional rights

You also have the right to demand the rectification of inaccurate data or the erasure of your data. We will erase your data if there is no reason for continuing to store it; otherwise we will restrict the processing of this data. You also have the right to get the personal data concerning you and which you have provided to us, in a structured, conventional and machine-readable format provided to you or to a person or company of your choice.

You also have the right to lodge a complaint with the competent data supervisory authority (Art. 77 GDPR in conjunction with Section 19 BDSG).

9.5 Assertion of your rights

In order to exercise your rights, you can contact the controller or the Data Protection Officer using the contact details provided above.

We will process your request without delay, and in accordance with the statutory regulations, and we will notify you of the measures we have taken.

10. Are you under any obligation to provide your personal data?

The provision of personal data is neither legally nor contractually prescribed, and you are under no obligation to provide personal data. However, we require the provision of personal data in order to conduct



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the application process. That means that if you do not provide us with personal data when submitting an application, we will not be able to include you in the application process.

11. Are any automated decision-making procedures performed, including profiling?

We do not conduct automated decision-making procedures in individual cases within the definition of Art. 22 GDPR, i.e. the decision regarding your application is not solely based on automated processing.