

Privacy Notice regarding the collection of personal data in connection to your job application (Art. 13, Art. 14 GDPR)

1. Name and contact details of controller

EMnify GmbH
Landsteiner Str. 4
97074 Würzburg, Germany
E-Mail: info@emnify.com
www.emnify.com

2. Name and contact details of data protection officer

If you have any questions regarding the processing of your personal data, please contact our data protection officer: AGOR AG, Niddastraße 74, 60329 Frankfurt am Main 069 949432410, info@agor-ag.com.

3. What categories of personal data do we use and where do we get them?

When applying for a job, certain categories of personal data will be processed. These include in particular:

- Your base data (such as first name, last name, name affixes),
- Contact details (e.g., your private address, e-mail address, (mobile) phone number),
- Your professional curriculum vitae, training, school education, test results,
- In special cases, your IP-address,
- This may also include special categories of personal data, such as health data, if you include them in your curriculum vitae.

Your personal data is generally collected directly from you as part of the application process. In certain constellations, your personal data may also be collected from other entities (in particular public authorities) due to legal regulations. In addition, we may have received data from third parties (e.g., employment agencies).

If there are individual cases, where we do not collect your personal data from you directly, we will inform you of this beforehand.

The processing of personal data usually takes place electronically. This is particularly the case, when an applicant sends us the relevant application documents electronically, for example by e-mail, via our career page etc.

4. Tech Assessment

As part of our hiring process, where applicable, we use the Tech Assessment Tool "HackerRank" by Interviewstreet Inc., based in 700 East El Camino Real, Suite 300, Mountain View, California 94040, United States. The tool allows us to assess the programming skills of applicants more easily and specifically.

Programming challenges and tests can be created within the tool, which applicants solve during the application process. The content and difficulty of the challenges can be adjusted by us. HackerRank automatically evaluates the applicants' entries and rates them on the basis of pre-defined criteria (e.g. Is the code correct? Does the code run quickly? Is it efficient in its use of space?). In addition, HackerRank offers the possibility to solve the challenges live during an interview. As part of this process, the applicants' names, email addresses, and IP addresses are processed by HackerRank.

We use HackerRank in connection with the Greenhouse software to send applicants the tests and challenges via e-mail. HackerRank does not have access to any applicant data other than the email address that is processed by Greenhouse.

The legal basis for the processing of personal data are the preparatory measures for the employment relationship pursuant to Section 26 (1) BDSG. More information on this can be found in HackerRank's privacy policy at <https://www.hackerrank.com/privacy>.

5. Feedback and evaluation mails

Additionally, we utilize the "Starred" tool by Starred B.V., headquartered at Wibautstraat 137, 1097 DN, Amsterdam, the Netherlands, for gathering feedback and evaluations from candidates and employees. Starred may process email addresses, first and last name and IP address of the candidates, in addition to their Experience and/or Employee Engagement information.

The legal basis for this processing is based on *Art. 6 Par. 1 S. 1 lit. b* GDPR. More information about data processing and privacy in relation to Starred can be found at <https://www.starred.com/privacy>

6. Recording of video interviews within the application process



We might record your video interview in order to avoid assessment errors and create a consistent and inclusive candidate experience. The recording process is voluntary. Your personal data, particularly your name, e-mail address and video and voice recordings are processed by us in order to evaluate our interviewer's interviewing technique.

We use the services provided by Metaview Global Limited, 21-33 Great Eastern Street, London, EC2A 3EJ, UK ("Metaview"). Metaview provides an interview intelligence tool which we use for the above-mentioned purposes. For further information, please refer to Metaview's Privacy Policy: <https://www.metaview.ai/privacy-policy>.

The assessment process only applies to our interviewers. Job candidates' performances are not analyzed.

Access to your stored data is granted to the people within EMnify who are responsible for the assessment process. Within the scope of the intended use, these people ensure that the confidentiality of the data is maintained. It is important to us to ensure the highest possible protection of your personal data. All personal data collected and processed by us is protected against unauthorized access and manipulation by technical and organizational measures.

The legal basis for this processing of data is your freely given consent in accordance with Art. 6 Par. 1 S. 1 lit. a GDPR. You have the right to withdraw your consent at any point in time. The withdrawal of your consent does not have any negative effects regarding your ongoing application process.

Your personal data will only be stored as long as necessary to fulfill the above-mentioned purposes. This means that the video interview and transcript will be deleted after six months.

7. Legal basis and purposes of data processing

We process your personal data in compliance with the provisions of the EU General Data Protection Regulation (GDPR), the German Federal Data Protection Act (BDSG) and all other relevant laws (e.g. BetrVG, ArbZG, etc.).

The primary purpose of data collection and processing is to handle the application process. The primary legal basis for this is Article 88 GDPR in conjunction with Section 26 (1) BDSG.

Where necessary, we process your data based on Art. 6 (1) f) GDPR to maintain our legitimate interests or that of third parties (e.g., authorities). This applies to the investigation of criminal offenses (legal basis Section 26 (1) sentence 2 BDSG) or within our group of companies for the purposes of group management, internal communication, and other administrative purposes.

Additionally, due to the European anti-terror regulations 2580/2001 and 881/2002, we are obliged to check your data against the so-called "EU terror lists" to ensure that no funds or other economic resources are made available for terrorist purposes.

Should we wish to process your personal data for a purpose not mentioned above, we will inform you in advance.

8. Access to data

Within our company, only those individuals and departments (e.g. HR department, heads of department etc.), who are assigned to the application process and who are responsible for taking the final decisions regarding the outcome of the application receive your personal data.

9. Rights of data subjects

You can request access to the personal data stored about you by sending an email to dataprotection@emnify.com or by letter to EMnify GmbH, Landsteiner Str. 4, 97074 Würzburg, Germany. In addition, you can, under certain circumstances, request the erasure or correction of your personal data. You also have the right to demand that we restrict processing of your personal data and the right to receive personal data you have provided in a structured, common, and machine-readable format.

Deletion of personal data leads to a termination of the application process and subsequently no more information can be provided on the process. After establishing an employer-employee relationship, the right to delete or restrict the processing of personal data is limited.

To exercise their rights, data subjects may contact the above-mentioned employees responsible within the company, the data protection officer, or the supervisory authority.

10. Retention of your data

We delete your personal data as soon as they are no longer required for the above-mentioned purposes.

If we conclude an employment contract with an applicant, the data provided will be stored for the purpose of processing the employment relationship in compliance with statutory provisions.

If no employment contract is concluded with the applicant, the application documents will be automatically deleted if there are no other legitimate interests of the data controller that conflict with such deletion. Other legitimate interests in this sense are, for example, a duty to provide evidence in proceedings under the General Equal Treatment Act (AGG).

11. Data transfer

Should we transfer personal data to service providers or companies outside the European Economic Area (EEA), the transfer will only take place if the third country has been confirmed by the EU Commission to have an adequate level of data protection or if other appropriate data protection guarantees (e.g. binding corporate rules or EU standard contractual clauses) are in place. You can request detailed information on this and on the level of data protection at our service providers in third countries using the contact information above.

12. Obligation to provide personal data

As part of the application process, you must provide the personal data that is required for establishing an employment relationship or that we are legally obligated to collect. Without this data we will not be able to execute the employment contract with you.
