VANDERLANDE

Valid from: May 2025

Data Privacy Notice

The protection and confidentiality of your personal data is of particular importance to us. This Privacy Policy outlines how Vanderlande Logistics GmbH and its affiliated companies collect, use, and protect your personal data during the recruitment process. We process your data in accordance with the General Data Protection Regulation (GDPR) and other applicable data protection laws.

Vanderlande Logistics affiliated companies:

- Vanderlande Logistics Unipessoal Lda, Portugal
- SD (Middle East) LLC, UAE
- Vanderlande Logistics Pte. Ltd., Singapur
- Vanderlande Logistics SAS, France
- Vanderlande Logistics, S.L. Unipersonal, Spain
- Vanderlande Logistics Pte. Ltd. (Branch), Malaysia
- Vanderlande Logistics Automation Systems Ltd., Thailand

1. Data controller

The data controller responsible for processing your personal data pursuant to Art. 4 No. 7 of the General Data Protection Regulation (hereinafter: "GDPR") is:

Vanderlande Logistics GmbH
Fuerther Str. 254
90429 Nuremberg, Germany

2. Data Protection Officer

You can contact our Data Protection Officer at:

Vanderlande Logistics GmbH
Data Protection Officer: Katharina von Koeding
Fuerther Str. 254
90429 Nuremberg, Germany
Email: dataprivacy@vanderlande-logistics.com

3. Processor

For the efficient execution of application procedures, we use an applicant management system of Softgarden e-Recruiting GmbH, Tauentzienstr. 14, 10789 Berlin (contact: datenschutz@softgarden.de), which operates the applicant management as a processor in accordance with Art. 4 No. 8 GDPR. A contract for order processing in accordance with Article 28 GDPR has been concluded with the supplier, which ensures compliance with data protection regulations.

We remain your first point of contact for the exercise of your affected rights as well as for the processing of the application process. You can contact us directly or, if specified, confidentially to the Data Protection Officer under the above-mentioned information of the controller.

4. Object of data protection

The subject of data protection is the processing of personal data, in this case in the context of applicant management. Pursuant to Art. 4 No. 1 GDPR, this includes all information relating to an identified or identifiable natural person (hereinafter referred to as "data subject") that is required for the implementation of the application procedure and the initiation of an employment relationship, Art. 6 I b) GDPR or the applicable national law.

In addition, within the scope of the use of the applicant management, data related to the use, so-called usage data, is also collected. Usage data is data that is required to operate our websites, such as information on the start, end and scope of use of our website, including login data. This processing is in accordance with the provisions of data protection and telemedia law.

In the context of the application procedure and/or the use of the system, processing activities may also take place that are either based on legitimate interest pursuant to Art. 6 para. 1 lit. f) GDPR or on the basis of your consent pursuant to Art. 6 para. 1 lit. a) GDPR. Processing activities which are subject to a legal obligation to process or which are in the public interest, Art. 6 para. 1 lit. c) and e) GDPR, such as in the context of criminal prosecution or investigations by state authorities, also come into consideration. Through individual settings in your web browser, the configuration of the corresponding cookie settings and your user behavior, you can determine and control the scope of the processing yourself.

5. Collection and use of your data

5.1 Visit of the website

For operational and maintenance purposes and in accordance with the provisions of telemedia law, interaction is recorded ("system logs"), which are necessary for the operation of the website or processed for system security purposes, for example to analyze attack patterns or unlawful usage behavior ("evidence function").

Your internet browser automatically transmits the following data when you access the careers portal:

- Date and time of access
- Browser type and version
- Operating system used
- Amount of data sent
- IP address of the access

This data is not used for direct allocation within the scope of applicant management and is deleted again promptly in accordance with the legitimate retention periods, unless longer retention is required for legal or factual reasons, such as for evidence purposes. In individual cases, storage for the above-mentioned purposes may be considered. The legal basis is Art. 6 para. 1 lit. f) GDPR and tele media law.

Softgarden uses the service of the ISO 27001 certified provider Cloudflare Inc, 101 Townsend St, San Francisco, USA or the subsidiary Cloudflare Germany GmbH, Rosental 7, c/o Mindspace, 80331 Munich Germany ("Cloudflare") to increase the security of the platform, in particular to protect against DDoS attacks, and to improve the speed of delivery. Cloudflare provides a network of servers capable of delivering optimized content to the end user and intercepting virus-laden traffic. The services provided by Cloudflare include the product "Data Localization Suite" with the components "Regional Services" and "Metadata Boundary for Customers". Both components ensure that the transfer of personal data when using our platform takes place exclusively within the EU.

The "Regional Services" ensure that the customer content traffic, in this case the end customer traffic, is securely transmitted to Cloudflare PoPs within the region selected by Softgarden and is checked within a Point of Presence (PoP) in this defined region. Softgarden has chosen Germany as the selected region, so all traffic is checked exclusively on servers in Germany. Metadata Boundary ensures that Cloudflare does not transmit any customer logs originating from the services used outside the European Union. The personal data processed by Cloudflare includes all content transmitted by customers and applicants, i.e. beyond the IP address, all files (application documents) and multimedia images, graphics, audio or video, as well as any interaction of their browser with the Softgarden system.

Cloudflare is the recipient of your personal data and acts as a processor for Softgarden. This corresponds to the legitimate interest within the meaning of Art. 6 para. 1 sentence 1 lit. f GDPR to ensure security and security as well as user-friendliness on the platform.

Your personal data will be stored by Cloudflare for as long as is necessary for the purposes described, usually 124 calendar days.

Further information about Cloudflare can be found at Cloudflare DPA.

5.2 Session-Cookies

We store so-called "cookies" in order to offer you a comprehensive range of functions and to make the use of our websites more convenient. "Cookies" are small files that are stored on your computer with the help of your internet browser. If you do not wish to use "cookies", you can prevent the storage of "cookies" on your computer by adjusting the settings of your internet browser. Please note that the functionality and functionality of our offer may be limited as a result.

We use the cookie JSESSIONID on the career page as a technically necessary session cookie. This saves a so-called session ID, with which various requests of your browser can be assigned to the common session. This allows your computer to be recognized when you return to our website. This session cookie is deleted when you log out or close the browser.

6. Data entered by the user

Application process

As part of the application process, you can set up and manage an account in the career portal after configuring a username and password. You can use further options in the Softgarden applicant management system beyond the individual application and make your individual settings (e.g. inclusion in a talent pool).

For an efficient and promising application, you can provide the following information as part of your application to us:

- Contact details (address, telephone number)
- Curriculum vitae data e.g. school education, vocational training, work experience, language skills
- Profiles in social networks (e.g. XING, LinkedIn, Facebook)
- Documents in connection with applications (application photos, cover letter, references, work samples, etc.)

The legal basis for processing for the purpose of carrying out the application procedure and initiating an employment relationship is Art. 6 I b) GDPR or the applicable national law. In addition, the use of the

applicant management system by the data controller is in the legitimate interest pursuant to Art. 6 para. 1 lit. f) GDPR. If consent within the meaning of Art. 6 para. 1 lit. a) is required for a specific processing activity, this will be obtained separately and transparently from you by the data controller, unless it results from conclusive and voluntary behavior on your part in accordance with the transparency requirement, such as voluntary participation in a video interview.

Transfer of personal data

Your data will not be disclosed to unauthorized third parties within the scope of the applicant management and will be processed for the purposes stated in this data protection declaration. Thus, the inspection by internal departments and specialist managers of the person responsible is in the legitimate interest, insofar as knowledge of the details from the application procedure is necessary and permissible for the selection of applicants or internal administrative purposes of the company. For this purpose, your details may be forwarded to third parties within the company by e-mail or within the management system. The legal basis may be Art. 6 I b) GDPR or the applicable national law, Art. 6 para. 1 lit. f) as well as a) GDPR.

The transfer to third parties also takes place within the framework of commissioned processing pursuant to Art. 28 GDPR, i.e. within the framework of processing activities in which the controller has a legitimate interest in outsourcing processing activities that it is otherwise entitled to carry out itself. For this purpose, the controller shall take the measures to ensure compliance with the data protection provisions.

A transfer to external third parties may also take place for the defense of legal claims on the basis of legitimate interest or in the context of the investigation of or disclosure to state authorities, insofar as a law requires this or there is an obligation to disclose. The information obligations vis-à-vis data subjects within the meaning of Articles 13 and 14 of the GDPR are ensured in advance of the transfer in question, insofar as these are to be fulfilled separately.

CV-Parsing with Textkernel

We process and analyze documents uploaded by you using AI in order to extract CV data and convert them into a structured form (so-called "CV-Parsing").

In order to ensure affected parties' rights and security standards, a contract for order processing has been concluded with the providing service provider. Processor is the ISO27001-certified provider Textkernel B.V. Nieuwendammerkade 26 A 5, (1022AB) Amsterdam, The Netherlands. The data processing takes place on a server in Germany in a secure environment.

The legal basis for processing is Art. 6 I b) GDPR (or applicable national law) and Article 6 (1) lit. f) GDPR in order to initiate an employment relationship and to make the application process efficient for you. Personal data will not be transferred to unsafe third countries. Your data is routinely deleted from the cache once a week.

Feedback Module

In addition to your application, we can ask you to provide your feedback after an interview and 3 months after your appointment. We will send you an invitation link that will guide you into the rating system to provide feedback. The purpose of the processing is the further development and optimization of our recruiting and application processes as well as the company image.

For this purpose, the following data is processed automatically:

- Contact details (name, e-mail)
- Position title of the job you applied for
- Location of the position
- Jobkategorie
- Applicant ID

The feedback itself is stored anonymously in the database. A personal reference is not produced. In addition to a star rating of individual questions, you have the opportunity to leave comments here. We expressly ask you not to leave any personal data in the commentary. The information collected in this way can be displayed on our evaluation page together with your feedback or transmitted to external partners such as kununu.

Participation is purely voluntary and only with your consent, without which the feedback is not possible. The legal basis is Art. 6 (1) lit. a) GDPR.

Job subscription "Job-Abo"

In order to be informed about new job vacancies, you can subscribe to the job newsletter or have suitable jobs displayed on our career board (RSS feed). You can define the subscription by specifying the desired activity and the location.

Your e-mail address is also required for the subscription. The legal basis for this is your consent to the receipt of the newsletter in accordance with Art. 6 (1) lit. a GDPR. You can revoke your consent to receive the newsletter at any time via the unsubscribe link in the newsletter(Opt-Out).

The RSS feed itself does not process any personal data for information on new job advertisements.

Onboarding Solution

With the Onboarding Solution, HR departments have the possibility to transfer recruited applicants directly into the onboarding process. Personal data is processed in accordance with the regular application procedure. If the recruited employee was not in the application process, he or she can still be included in the Onboarding Solution. The following personal data will be processed:

- Applicant (surname / first name & last name)
- private applicant e-mail
- optional: future business e-mail

The data is regularly displayed to the responsible users and processed as part of the onboarding process. The deletion periods depend on the settings made by the customer. If an applicant has been imported into the onboarding tool but has not yet been recruited and is deleted by the customer at this stage, the applicant will be permanently deleted immediately. After registration after recruitment (with a business e-mail address), the user will be moved to a "Deleted" pool for 7 days in the event of manual deletion by the administrator, after which his/her data will be anonymized in such a way that it is no longer possible to draw conclusions about the person.

The legal basis for the processing of your data is the implementation of onboarding in the context of an existing employment relationship, Art. 6 (1) lit. b) and f) GDPR.

Social Share Buttons

It is possible to share the job ads on different social networks. Different buttons are offered per network. After clicking on one of these buttons, you will be directed to the respective networks and will be taken to their login pages. These buttons do not represent plug-ins and do not transmit personal data directly to the operators of the social networks.

Currently, job ads can be shared on the following social networks:

- *Facebook (https://de-de.facebook.com/privacy/explanation)*
- *X (https://x.com/en/privacy)*
- *LinkedIn (https://www.linkedin.com/legal/privacy-policy?trk=uno-reg-join-privacy-policy)*
- *Xing (https://privacy.xing.com/de/datenschutzerklaerung)*

The legal basis is Article 6 (1) lit. f) GDPR for statistical analysis and range measurement of job advertisements.

You can also find out how the aforementioned social networks process your personal data by using the links provided. We have no influence on the processing of your personal data by the social networks.

Online Surveys "easyfeedback"

At the end of the application process, Softgarden can send you an invitation to a survey via a link. The survey takes place via a service of easyfeedback GmbH in order to check the application experience. Softgarden conducts this survey as controller, Article 4 No. 7 GDPR and processes the collected data anonymously for its own purposes (statistics, analysis, studies) as well as for the further development of Softgarden products.

The collection of the survey data is secured by default via the SSL encryption method and Softgarden does not establish a personal reference within the scope of processing. The survey can be cancelled at any time. The data processed up to the time of termination can be used for these purposes.

Your participation in the survey is purely voluntary and you agree to participate, without which your participation is not possible, Art. 6 (1) lit. a) GDPR. The processing of the data is carried out anonymously. Anonymized data is not subsequently subject to the substantive scope of the GDPR.

Further information on the data protection of easyfeedback can be found in the following notes: https://easy-feedback.de/privacy/datenschutzerklaerung.

Talentpool

As part of your application or via the "Stay in touch" button, you have the opportunity to recommend yourself for our talent pool. Processing is necessary in order to be automatically considered for further vacancies, i.e. for similar or otherwise suitable positions.

When you register for the talent pool using the Get In Contact button, the following information is queried:

- Salutation, academic title (optional)
- First, last name, e-mail address
- Job fields in interest
- Current career level
- Preferred location(s)
- XING profile or CV

The inclusion in the talent pool takes place on a purely voluntary basis with your consent as well as by using an opt-in link. The legal basis is Art. 6 (1) lit. f) GDPR. Furthermore, we will contact you after 12 months to confirm, if you still want to be part of the talent pool.

Scheduling "Cronofy"

We use an integrated service of Cronofy Limited, 9a Beck Street, Nottingham, NG1 1EQ, UK for scheduling and invitation.

If we invite you to a conversation via this function, you will receive an appointment invitation created via Cronofy via e-mail. This will send your e-mail address as well as the title of the appointment, a description and a location where the appointment will take place. In addition, no other personal data will be transferred from you to Cronofy.

The legal basis for processing is Art. 6 (1) lit. f GDPR in order to integrate scheduling into our applicant management system as well as to plan and manage job interviews and other appointments more efficiently.

Data processing takes place encrypted in an isolated environment on a server in Germany. Adequate security standards for data processing have been agreed with the provider and proven by the provider. Further information can also be found at the following link: Scheduling Platform for Business | Cronofy the scheduling experts.

If you do not wish to receive any data processing by Cronofy or any further information, please provide this in advance of the appointment coordination.

Transfer of application status

If you apply to us via a job board (e.g. Hellowork, Stepstone), the data you submit will be automatically transferred to our recruiting system. With some of these job boards, you have the option of tracking the status of your application in your account with the respective job board. For this purpose, our service provider, Softgarden e-recruiting GmbH, transmits the status of your application (receipt, processing of the application, rejection) to the job exchange on our behalf. The transmission of the status in your account with the job exchange takes place with a time delay (up to four weeks) so that we can inform you personally about the status of your application in advance.

The legal basis for data transmission is Art. 6 para. 1 lit. b GDPR (initiation of an employment relationship).

Further information on data processing can be found in the data protection information of the respective job exchange you have applied through.

Deletion and use of data

Your data will be stored for the duration of the application process and in accordance with legitimate retention periods after completion of the application process. In case of a rejection, the data will be kept for 6 months. After recruitment, the data will be kept for another 12 months. After the retention period has expired, the data is completely anonymized. The processing of anonymized data records is not subject to the material scope of data protection regulations, so that anonymized data may be processed for statistical and analytical purposes, for the preparation of market studies or for product development.

7. Your rights as a data subject

Rights of data subjects

Data subjects are entitled at any time to know whether their personal data have been stored and can assert a right of access to stored data (right of access), check their accuracy (right to rectification), request their addition and updating, request their deletion (right to be forgotten), request the restriction of processing (right to restriction) as well as have the data ported/ported in a common, machine-readable format (data portability). These rights shall apply insofar as there are no compelling and/or justified reasons on the part of the controller. Please contact dataprivacy@vanderlande-logistics.com or by post at the address above.

In cases where we process data on the basis of your consent (Art. 6 sec. 1 lit. a) GDPR), you have the right at any time to revoke your consent without giving reasons and with effect for the future. The corresponding data processing will no longer take place in the future, but does not affect the legality of the processing carried out up to the time of revocation. In addition, you have the right to object to processing, for example if the data are or have been processed incorrectly, or if other reasons in the interest of the data subject preclude (further) processing. Affected parties also have the right to complain to the data controller.

You may contact the data protection supervisory authority responsible for your residence or for the respective Vanderlande Logistics entity. The competent authority you can find here: List of Personal Data Protection Competent Authorities | Shaping Europe's digital future.

Automated decision-making

Automated decision-making does not take place. Should this be or become necessary, we will obtain a transparent consent in advance of processing.

8. Changes to this Privacy Policy

We reserve the right to change or supplement this data protection declaration at any time with regard to the constantly changing legal, technical and organizational requirements of the processing of personal data. This also applies to possible translation errors and differences with regard to national requirements of data protection law.