



Data protection information

Information on data processing in accordance with Article 13 of the General Data Protection Regulation (GDPR)

We are especially committed to the protection of your personal data. We process your personal data (abbreviated to "data") exclusively on the basis of the statutory regulations. This data protection policy is designed to provide you with comprehensive information on how your data is processed by our company and your rights and claims under data protection law.

1. Who is responsible for processing your data and whom can you contact?

AGRANA Group companies are jointly responsible for the data processing. You can contact AGRANA Beteiligungs-AG as the central data protection information place.

AGRANA Beteiligungs-AG
Friedrich-Wilhelm-Raiffeisen-Platz 1
1020 Wien

+43 1 211 37 12763

dataprotection@agrana.com

2. What data is processed and what sources does this data originate from?

We process data received from you during the application process.

Personal data are:

Your **master/contact data**, such as for example:

- first name, surname, address, contact data (e-mail address, phone number, fax), date of birth,
- résumé,
- letter of motivation,
- credentials

3. For what purposes and on what legal basis is the data processed?

A processing of your data takes place only for the purpose of the storage, evaluation, allocation and transmission of your application. Your application data are used to process your application and will be saved due to a legitimate interest of AGRANA Group. The legitimate interest consists in the defence against claims under the Austrian Equal Treatment Act.

4. Who receives your data?

- Your personal data are accessible to the relevant recruiters and HR Business Partners at AGRANA Beteiligungs-AG, AGRANA Zucker GmbH, AGRANA Sales & Marketing GmbH, AGRANA Stärke GmbH, AGRANA Fruit SAS, AGRANA Fruit Polska SP z.o.o., AGRANA Fruit Services GmbH, AGRANA Fruit Austria GmbH, AGRANA Research & Innovation Center GmbH, AGRANA Fruit US, Inc., Österreichische Rübensamenzucht Ges.m.b.H., Austria Juice Germany GmbH, Austria Juice GmbH, Beta Pura GmbH, Slovenské Cukrovary s.r.o. (AGRANA), and in individual cases provided to executives of AGRANA Beteiligungs-AG and its companies. Furthermore, the data provided by you may be passed on to personnel consultants appointed by us.
- With your consent to this data protection information, we might share your candidate profile with other recruiters and HR business partners in AGRANA Beteiligungs-AG, AGRANA Zucker GmbH, AGRANA Sales & Marketing GmbH, AGRANA Stärke GmbH, AGRANA Fruit SAS, AGRANA Fruit Polska SP z.o.o., AGRANA Fruit Services GmbH, AGRANA Fruit Austria GmbH, AGRANA Research & Innovation Center GmbH, AGRANA Fruit US, Inc., Österreichische Rübensamenzucht Ges.m.b.H., Austria Juice Germany GmbH, Austria Juice GmbH, Beta Pura GmbH and Slovenské Cukrovary s.r.o., so that they can contact you for further group-wide job opportunities. If you do not want this, then we kindly ask you to report your request to the following email address: wd-recruiting.technicalsupport@agrana.com (please do not send any application documents to this email address). This alternative approach per email does not affect your chances of being considered for the open position. We will contact you and inform you about the further procedure. Your data is equally protected as described in this data protection information. You can revoke your consent any time with an email to dataprotection@agrana.com. The revocation shall not affect the lawfulness of the processing carried out until then.
- In the event of a legal obligation and in the context of legal prosecution, authorities and courts as well as external auditors can be recipients of your data.
- The provider of the recruiting platform, Workday Inc, is processing your data on servers that are located in the European Union.

5. When and how long will your data be stored?

If your application is rejected, your data will be stored for seven months from the rejection. After this period of time, your data will be either deleted or made anonymous. If your application was successful and you are offered a position within AGRANA, the necessary data will be adopted into the AGRANA HR system. In this case, you will receive a separate data protection notice. If you have applied for a position within AGRANA Fruit US Inc., your application data will be stored for one year from the rejection due to local legal requirements. After this period of time, your data will be either deleted or made anonymous.

6. What are your data protection rights?

You have the right of information, the right to rectification, erasure or restriction of the processing of your stored data, the right to object to the processing of your data, the right to data portability, and the right of legal complaint in accordance with the provisions of the Data Protection Law, at any time.

Right of information:

You have the right to obtain information from us concerning whether and to what extent we process your data.

Right to rectification:

If we process data that is incomplete or incorrect, you shall have the right to obtain rectification or completion of this data from us at any time.

Right to erasure:

You have the right to obtain from us the erasure of your data in the event that we have unlawfully processed this data or if processing this data constitutes a disproportionate infringement of your legitimate interests. Please note that immediate erasure may be barred on some grounds, e.g., statutory retention provisions.

Right to restriction of processing:

You have the right to obtain restriction of processing your data if

- you contest the accuracy of the data, for a period enabling us to verify the accuracy of the data,
- the processing is unlawful, and you however oppose the erasure of the data and request the restriction of their use instead,
- we no longer need the data for the intended purposes, but you require these data for the establishment, exercise or defence of legal claims, or
- you have objected to the processing of the data.

Right to data portability:

You have the right to receive the data, which you have provided to us, in a structured, commonly used and machine-readable format and have the right to transmit these data to another responsible party without hindrance from us, provided that

- we process these data on the basis of a revocable declaration of consent provided by you or to perform a contract concluded between us, and
- the processing is carried out by automated means.

Right to object:

If we process your data on the basis of legitimate interests, you have the right to object to this processing, on grounds relating to your particular situation, at any time. We shall then no longer process your data unless we can demonstrate compelling, legitimate grounds for the processing, which override your interests, rights and freedoms, or for the establishment, exercise or defence of legal claims.

Right of complaint:

If you believe that we are processing your data in violation of Austrian or European data protection law, please contact us via the e-mail address dataprotection@agrana.com to clear up any questions.

You have the right to raise a complaint with the Austrian Data Protection Authority at the following address:

Österreichische Datenschutzbehörde
Barichgasse 40-42
1030 Wien
Phone: +43 1 52 152-0
Email: dsb@dsb.gv.at

or a national supervisory authority within the EU.

7. Where can I claim these rights?

If you wish to claim any of the aforementioned rights, please contact the e-mail address dataprotection@agrana.com. In case of doubt, we may request additional information to confirm your identity. This serves to protect your rights and your privacy.

8. Are you under any obligation to provide data?

Processing your data is necessary for the examination and evaluation of your application and for the conclusion of an employment contract.

9. Is personal data transmitted to a third country?

If you are applying for a position in or made an unsolicited application for, an AGRANA company located in a third country, or allowed your data to be accessible to other AGRANA recruiters, your data will be transferred to the relevant third country. Transmission will only take place on the basis of an adequacy decision by the European Commission, standard contractual clauses, appropriate guarantees and your express consent. Furthermore, personal data may be transferred to a third country if, during the application process, data are exchanged with an applicant who is in the third country himself.