

Privacy Policy

General introduction:

The protection of your personal data is a very serious matter for us, and we want you to be secure when visiting our website. Our data protection practice fulfils in particular the requirements of the EU General Data Protection Regulation (GDPR), the German Federal Data Protection Act (BDSG "new") and the German Telemedia Act (TMG). In this document, we wish to inform you about the nature, scope and purpose of the processing of your personal data. We would like to point out in advance that this Privacy Policy only refers to our website and does not apply to any third-party websites we may refer to in the form of links.

Object of protection:

The object of the protection is personal data. Personal data is all the information relating to an identified or identifiable natural person (hereinafter referred to as the "data subject"). This mainly includes information that makes it possible to draw conclusions about your identity (information such as your name, postal address, email address and telephone number).

Technical requirements:

In order to establish a connection to our website, your browser transfers certain data to the web server of our website. This is a technical necessity allowing the information you call up to be made available from the website. To make this possible, your IP address, the date and time of your enquiry and the type of your operating system will be stored and used for a maximum of 180 days. We reserve the right to store this data for a limited time in order to protect our legitimate interests and – in the event of unauthorised access or attempts to cause us deliberate damage by such means – to arrange for personal data to be derived (Article 6 (1) (f) GDPR). The data will be retained or passed on by us only for this and for no other purpose without our having to inform you in advance or ask for your permission.

Cookies:

Cookies are small text files that are stored on your computer or your mobile device via your browser that enable us to see whether you visit websites repeatedly from the same device or browser. In general, we use cookies to analyse users' interest in our website and to improve the user-friendliness of our website. You can generally also access our website without cookies.

Cookies can usually be deactivated or removed with the use of tools that are available in most commercial browsers. The settings must be defined separately and individually for each browser you use. The various browsers offer different functions and options for this purpose. To be able to use our website fully and comfortably, you should accept the cookies that enable the use of certain functions or make your use more convenient. The following overview shows the purpose for the cookies we use and how long they are stored:

Cookies List:

Name	Website	Funktion	Gültigkeit
_gat	www.testlagrohmannahmutomation.de	Is used by Google Analytics to limit the request rate	1 Min

_gid	www.testlagrohmannautomation.de	Registers a unique ID that is used to generate statistical data on how the visitor uses the website	24 Hours
_ga	www.testlagrohmannautomation.de	Registers a unique ID that is used to generate statistical data on how the visitor uses the website	2 Years

The text on our cookie banner informs you of the use of these cookies when you visit our website; you accept the use of cookies by continuing to use them or by clicking on the “I agree” button.

Types of cookies:

To explain the most common types of cookies to you in more detail, please see the descriptions below:

1. Session cookies:

Session cookies enable users and the changes made within a website to be recognised when they visit again. They enable the website to track their movements over individual webpages so that information that has already been entered/stored does not have to be entered/stored again. One example of this is the shopping cart in an online shop. The session cookie stores the selected products in the shopping cart so that it contains the right items when you pay at the checkout. Session cookies are deleted when you log out or become invalid as soon as the session automatically expires.

2. Permanent or protocol cookies:

A permanent or “protocol” cookie stores the information and settings of the users for the period specified in the expiry date. This results in faster and more convenient access, as you do not have to make language settings again or re-enter login data, for example. The cookie is automatically deleted at the end of the storage period.

3. Third-party cookies:

Third-party cookies normally have no influence on the use of the website since they do not originate with the operator of the website. For example, they serve the purpose of collecting information for advertising, custom content and web statistics and of passing it on to the respective third-party provider.

4. Tracking cookies:

Tracking cookies are special text files that make it possible to collect data about the behaviour of the Internet user. This is intended to provide information about the user's main interests, for example to be able to launch advertising offers that are precisely tailored to the user's preferences. Tracking cookies are therefore not only placed on your computer when you log in, but automatically when you visit the website.

The above exemplary description of the most common forms of cookies is intended to give you a global overview of this form of collection. These statements do not claim to be complete. As a result of the technical IT development, it can be assumed that other types of cookies will develop over time. Please check our Privacy Policy at regular intervals for current changes before using our website.

Candidate management:

On our website, you can apply in response to the job advertisements we have posted. When you apply, you will be sending us the personal data we need for processing your application. This includes the following personal data:

- First and last name
- Email
- Telephone number
- Address data

as well as further data that you provide to us with your CV. To find out exactly what this data is and the purposes for which it is processed, please read

https://www.tesla.com/sites/default/files/PrivacyNotice_EN.pdf. To ensure a secure transmission of your data, we use a state-of-the-art encrypted connection with SSL certificate during the transmission. By granting your consent before the transfer and initiating the transfer by clicking on the "Send" button, you will be consenting to our processing of your personal data for a specific purpose. You can withdraw your consent at any time by sending an email to GrohmannRecruitment@tesla.com. Your data will be stored as long as such is required for fulfilling the purpose or is required by law.

Tracking tools:

Our website uses the functions of various web analysis services provided by other companies such as Google Inc. Below, we explain in more detail which services are involved and which data is analysed.

Use of Google Analytics with anonymisation function

Our website uses Google Analytics, a web analysis service provided by Google Inc., 1600 Amphitheatre Parkway, Mountain View, California 94043, USA, hereinafter "Google". Google Analytics uses cookies that enable us to analyse your use of the website. The information generated by cookies about the use of our website (such as when, where and how often you access our website, including IP address) is usually transmitted to a Google server in the United States and stored there. In order to eliminate the personal reference to your IP address, it is shortened immediately after being collected (for example, by deleting the last 8 bits) and thus made anonymous. IP anonymisation also applies to all member states of the European Union or other signatories of the European Economic Area Agreement. For more information about IP anonymisation and Google's use of data, please see:

<https://support.google.com/analytics/answer/2763052?hl=de>

If you want to decide for yourself what information Google may collect about the websites you visit, you can download a deactivation add-on for your Internet browser. However, this add-on will not prevent data from being sent to us or to the other web analysis services we use. For more information about the use and installation of the add-on, please see:

<https://tools.google.com/dlpage/gaoptout?hl=en>

If you are using a mobile device (such as a smartphone) to access our website, or if you generally wish to object to the use of Google Analytics on this website, please click on

<https://tools.google.com/dlpage/gaoptout?hl=en> to prevent the analysis data from being sent to Google Analytics. The above link is also possible as an alternative to the browser add-on described above, as it activates an "opt-out" cookie that is only valid for this browser and this domain. When the

cookies are deleted in this browser, this cookie will also be lost and you will have to click on the link again.

Further general information:

Modifications of this Privacy Policy

We check the Privacy Policy at regular intervals for compliance with legal provisions, court rulings, statements issued by the supervisory authorities as well as for alignment with emerging trends and the development of the technical standard. In this respect, we reserve the right to modify the Privacy Policy to adapt it to new legal provisions regarding data protection and to other changes in the situation or legal status. Therefore, please always check on the updated Privacy Policy at the outset of using our website.

Who is the controller responsible for data processing? (Article 13 (1) (a, b) GDPR)

The controller responsible for the data processing on our website is Tesla Grohmann Automation GmbH. For our contact information, please see our Legal Notice:

<https://teslagrohmannautomation.de/de/imprint>

You can contact our Data Protection Officer at the address:

Tesla Grohmann Automation GmbH
Data Protection Officer
Rudolf-Diesel-Strasse 14
54595 Prüm, Germany
Email: data-protection-TGA@tesla.com

Who will receive your personal data? (Article 13 (1) (e, f) GDPR)

We treat your personal data confidentially and do not pass it on to third parties unless you have given your consent for us to do so or we are under a legal or contractual obligation to do so. In individual cases, we commission processors to process your personal data. We do so in accordance with Article 28 GDPR and on the basis of a data processing agreement.

How long will the data be stored? (Article 13 (2) (a) GDPR)

Legislators have enacted a variety of storage obligations and periods.

In principle, we only store your data as long as deemed necessary by law.

Once these periods expire, the corresponding data is routinely erased if it is no longer required in order to fulfil the contract. We store data that we process on the basis of your consent until you withdraw your consent or as long as the data is required. We will store data that we process based on a legitimate interest as long as there is a legitimate interest.

Commercial or financial data from a closed financial year is erased after a further ten years in accordance with legal regulations, unless longer retention periods are prescribed or are required for legitimate reasons. If data is not subject to specific retention periods, it is erased if the purposes for which it is processed cease to apply.

For what purposes and on what legal basis do we process your personal data? (Article 13 (1) (c, d) GDPR)

We have explained the purposes and legal bases of data processing above. In addition, the following generally applies: if necessary, we process your data to protect our legitimate interests, or those of third parties, in accordance with Article 6 (1) (f) GDPR – for example, to assert legal claims and defend our case in legal disputes or to ensure our IT operations and security.

Insofar as we have a legitimate interest or have received your written consent for processing your personal data, we process your data for purposes of external communication and for marketing on the basis of Article 6 (1) (a) or (f) GDPR. You have the right to withdraw your consent at any time.

In order to comply with legal requirements, we are permitted or required to process your data and pass it on to third parties, in accordance with Article 6 (1) (c).

We do not use your data in any way for automated decision-making or profiling.

We also use cookies to be able to offer you improved service when you use our website and to make it easier for you to use this website (Article 6 (1) (f) GDPR).

What rights and obligations do you have? (Article 13 (2) (b, c, d, e) GDPR)

Every data subject has the following rights:

- According to Article 15 GDPR**, you have the right of access. This means that you can obtain confirmation from us whether we are processing personal data regarding you.
- According to Article 16 GDPR**, you have the right of rectification. In other words, you can have us rectify any incorrect personal data pertaining to you.
- According to Article 17 GDPR**, you have the right of erasure (“right to be forgotten”). This means that you can demand that we erase your personal data without delay – unless we are unable to erase your data because we must comply with legal retention obligations, for example.
- According to Article 18 GDPR**, you have the right to restriction of processing. This means that we practically can no longer process your personal data, except for storing it.
- According to Article 20 GDPR**, you have the right to data portability. In other words, you have the right to receive the personal data concerning you, which you have provided to us, in a structured, commonly used and machine-readable format and to transmit such data to another controller.
- According to Article 7 (3) GDPR**, you have the right to withdraw your consent at any time, with effect for the future.
- According to Article 13 GDPR**, you have the right to lodge a complaint with the competent supervisory authority.

In addition, you have the right to object to the processing of your personal data, which we explain in more detail at the end of this document on data protection.

If you wish to exercise your rights, please contact the Data Protection Officer (see above for contact information).

Competent supervisory authority

State Commissioner for Data Protection and Freedom of Information

Rhineland-Palatinate

Street address: Hintere Bleiche 34

Postal address: Postfach 3040, 55116 Mainz

Tel.: +49 (0) 6131 208 - 2449

Email address: poststelle@datenschutz.rlp.de

Information about your right to object pursuant to Article 21 of the General Data Protection Regulation (GDPR)

You have the right to object at any time, for reasons arising from your particular situation, to the processing of your personal data based on Article 6 (1) (f) GDPR (data processing on the basis of a balance of interests); this also applies to any profiling based on this provision within the meaning of Article 4 (4) GDPR.

If you object to such processing, we will then no longer process your personal data unless we can prove compelling, legitimate reasons for the processing that override your interests, rights and freedoms or the processing serves to assert, exercise or defend legal claims.

The objection can be made without following a particular form and should be addressed to our data protection officer if possible (see above for contact details).