

Data protection information for job applicants

Version as of July 2023

We would like to explain how your personal data will be processed by Munich Re Investment Partners GmbH ("MRI") and inform you of your rights under data protection legislation when you apply for a job with us.

1. Who is responsible for processing your data, and how can you reach the Data Protection Officer?

Data Controller

Munich Re Investment Partners GmbH
Königinstrasse 107
80802 München, Germany

Telefon: +49 (89) 3891 0
Telefax: +49 (89) 3990 56
E-Mail: info@munichreinvestmentpartners.com

Data Protection Officer

You can contact the Data Protection Officer by post at the aforementioned address (subject "Data Protection Officer") or by e-mail via the e-mail address privacy@munichreinvestmentpartners.com.

2. Which data categories do we use and where do they originate from?

The categories of personal data that we process include, in particular, your master data (e.g. names and nationalities), contact details (e.g. address, phone number or email address) and also data relating to the entire application process (in particular, covering letter, CV, certificates, questionnaires / interviews, details of your qualifications and work experience).

Special categories of personal data (such as data concerning health, religious affiliation, degree of disability) are **not** needed to process your application. We use this data only if you have voluntarily provided it in the course of the application process and its use is justified by your consent or a statutory permission.

When you come to an interview, we also record your data as part of video surveillance in certain buildings, e.g. entrance to the Main Building, access control vestibules or approach/access to the underground car park. Hence, in case of visiting us for an interview in our premises please see separate data protection information for visitors and video surveillance provided on our website.

As a rule, your personal data will be collected directly from you as a part of the recruitment process. In addition, we may also have received data from third parties (e.g. recruitment agencies), to which you have provided your data for disclosure to us.

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

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. Works Constitution Act (BetrVG), General Equal Treatment Act (AGG)).

Data processing is used for implementing and handling the application process and assessing your suitability for the relevant position. Processing your application data is necessary in order to be able to take a decision on the conclusion of an employment relationship. The primary legal basis for this is Art. 6 para. 1 lit. b), Art. 88 GDPR in conjunction with Sec. 26 para. 1 BDSG.

The processing of special categories of personal data you provided is based on the permitting circumstances in Sec. 22 para. 1 no. 1 lit. b) and Sec. 26 para. 3, 4 BDSG, insofar as we have not obtained your consent for this separately according to Art. 9 para. 2 lit. a) GDPR, Sec. 26 para. 2 BDSG.

We may also process your data to fulfil our legal duties as a potential employer, e.g. based on supervisory provisions, or to check your data against sanctions lists to comply with counter-terrorism rules (e.g. Council Regulation 2580/2001). This is done in each case on the basis of Art. 6 para. 1 lit. c) GDPR and Sec. 26 BDSG.

MRI does not use automated decision-making including profiling.

4. Who receives your data?

Your application data is treated confidentially at all times. Within MRI, the only persons that will have access to your personal data will be those that need it for the recruitment decision and to fulfil our (pre-)contractual and legal requirements. In addition, we use service providers who act as processors for us in the provision of services, in particular in the provision, maintenance and care of IT systems.

5. How do we transfer data to countries outside Europe (third countries)?

Should we pass on personal data to service providers outside the European Economic Area (EEA), we will do so only if the EU Commission has confirmed that the respective third country's level of data protection is sufficient, or if other appropriate data-protection guarantees (e.g. binding, internal data protection regulations or agreement on the standard contract clauses of the EU Commission) are in place. You can request detailed information on this, as well as on the level of data protection of our service providers in third countries, at the points of contact mentioned above.

6. How long will your data be stored?

We will delete your personal data six months after completion of the application process. This does not apply if statutory provisions preclude deletion or if further storage is necessary for evidential purposes or you have consented to a longer period of retention.

7. What privacy rights can you claim as a data subject?

You may request information on the stored data about you from the address indicated above. In addition, under certain conditions you may request that your data be deleted or corrected. Furthermore, you may also have a right to restrict the processing of your data and a right to disclosure of the data you have made available in a structured, common and machine-readable format.

If we process your data for the purpose of safeguarding legitimate interests according to Art. 6 para. 1 lit. f) GDPR, you may object to this processing to the above address if your particular situation gives grounds for objecting to this data processing. We will then stop that processing, unless it serves our overriding, compelling legitimate interests or the establishment, exercise or defence of legal claims.

8. Would you like to complain about how your data is handled?

If you have a complaint, you may contact the aforementioned Data Protection Officer or the state data protection authority. The authority responsible for MRI is:

Data Protection Authority of Bavaria for the Private Sector (Bayerisches Landesamt für
Datenschutzaufsicht)
Promenade 27
91522 Ansbach, Germany

<https://www.lda.bayern.de>
poststelle@lda.bayern.de

9. Are you obliged to provide your personal data?

Within the scope of your application, you are obliged to provide the personal data required for performing the application process and the assessment of suitability. Without this data, we will not be able to conduct the application process and will not be able to make a decision on the conclusion of an employment relationship.