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## Data privacy statement

The protection of your personal data throughout the entire application process is a matter of great concern to us and we want you to feel secure when visiting our website.

We as GROHE are the responsible office as defined by data protection law. Service provider in the sense of § 13 German Telemedia Act and responsible authority in the sense of § 3 Sec. 7 German Federal Data Protection Act is GROHE Beteiligungs GmbH, Industriepark Edelburg, 58675 Hemer, Germany. German data protection law applies.

### 1. Personal data

Personal data is specific information on the personal or material circumstances of a certain individual or an identifiable natural person. This includes information such as your name, your address, telephone number and your date of birth, for example.

### 2. Consent to collection and processing of personal data

If you inform us of personal data within the application process, this data will be divided into the following data types and data categories for recording, processing and/or use:

- *Personal data (first and last name, date of birth, address, school / university leaving certificate)*
- *Communication data (telephone number, mobile telephone number, fax number, e-mail address)*
- *Information provided by third parties (e.g. credit agencies or from public registers)*
- *Data relating to the evaluation and assessment in the application process*
- *Data relating to your education (school, vocational training, military/civilian service, degree, doctorate)*
- *Data relating to your previous employment history, training course certificates and job references*
- *Data relating to other qualifications (e.g. language skills, computer skills, voluntary work)*
- *Application photo*
- *Information on desired salary*
- *Job application history*
- *Technical information (information transmitted by your hardware and / or software)*

By registering and applying for a position at GROHE, you give us the right to use, store and transfer among the applicable GROHE Group companies all personal information provided by you.

The approval given by you for the transfer of the aforementioned personal data has the following wording:

“I agree that – in the scope of the use of this GROHE recruiting portal – the personal data mentioned in No. 2 of the data privacy statement and provided by myself shall be stored in my GROHE user account and transferred to GROHE Beteiligungs GmbH as well as the responsible legal entities within GROHE Group relevant to the position I apply for.

I agree that GROHE employees may contact me via the communication data I have provided for providing information on the GROHE recruiting portal and my user account, for providing updates on the application process, or for sharing further information regarding sourcing related issues.

By registering, I also agree that GROHE matches my application with other vacancies of similar nature in order to evaluate all opportunities for a successful placement. I understand that I can object to a matching against other vacancies at any time by notifying GROHE (recruiting@GROHE.com).”

### 3. Use and dissemination of personal data

We will use the personal data you have transferred solely within the GROHE Group companies for processing your application. In order to support your application, we will also match your profile against vacancies of similar nature. Only individuals who are involved in the application process will be informed of your personal data. All employees entrusted with data processing are obliged to maintain the confidentiality of your data. We do not pass your personal data to third parties unless you have approved to such data being passed on, or we are obliged to pass on data due to statutory provisions and/or official or judicial orders. With an application, an account at our career portal is being created to view and manage the application.

Throughout the application process, you will have opportunities to rate the process and our company optionally online at the independent service provider softgarden e-recruiting GmbH. This feedback may appear on the rating platform of softgarden and kununu GmbH.

### 4. Order data processing

Based on a special agreement on commissioned processing of personal data, your personal data is collected, processed and used on our authority by the company

- *softgarden e-recruiting GmbH, Tauentzienstraße 14, D-10789 Berlin,*

as part of commissioned data processing according to Section 11 of the German Federal Data Protection Act (BDSG) in accordance with the corresponding legal specifications. However, in data protection terms, this does not involve the transfer of your personal data to a third party. We, GROHE, remain responsible to you under data privacy law.

However, you have the option to give softgarden e-recruiting GmbH your consent to collect, store, process and use the personal data (Section 2) you provide us with in the application process for its own commercial purposes in accordance with the specifications set out in Section 28 of the BDSG. Your separate, express consent is required for this.

Submission of such consent is always voluntary. If you choose not to give softgarden e-recruiting GmbH your consent, this will have no effect whatsoever on the application process we perform.

## 5. Retention and deletion of data

Your data will be automatically deleted within six months of the specific application process being completed. This does not apply if statutory provisions contradict deletion, continued storage is required for

the purpose of furnishing proof, or you have expressly agreed to a longer storage period.

## 6. Talent Pool

If you decide to join the Talent Pool, the entire GROHE Group will have access to your personal data when filling vacant positions. You can join the Talent Pool by accepting an invitation from a recruiter or proactively by using the "Get Connected" form. 18 months after your registration the system will send you an automatic message to reconfirm your consent to be listed in the Talent Pool. In case you would like to opt-out of the Talent Pool in the meantime, please contact us directly ([recruiting@GROHE.com](mailto:recruiting@GROHE.com)).

## 7. Use of cookies

We generally do not use cookies on our website. Only in exceptional cases are session cookies used, which store data in your browser's memory for technical session control. We would like to point out that you can set your browser to not accept cookies or to issue a warning when cookies are sent.

This website uses Google Tag Manager. Google Tag Manager is a solution that allows marketed website tags to be managed using an interface. The Tag Manager tool itself (which implements the tags) is a cookie-less domain and does not register personal data. The tool causes other tags to be activated which may, for their part, register data under certain circumstances. Google Tag Manager does not access this information. If recording has been deactivated on domain or cookie level, this setting will remain in place for all tracking tags implemented with Google Tag Manager.

## 8. Security

We take all the necessary technical and organisational security measures to protect your personal data from loss and misuse. Your data is stored in a secure operating environment to which the public does not have access. Your data is encrypted for transmission using what is referred to as Transport Layer Security (TLS) technology. This means that communication between your computer and our servers takes place using a recognised encryption procedure. These measures are constantly adapted to the latest state of the art.

## 9. Right to disclosure and revocation

You have the right to demand information from us at any time about the data we have stored about you, as well as its origin, or recipients or categories of recipients, to which this data is passed and the purpose of storage.

You can revoke the usage of your personal data for the described purposes at any time with effect for the future, without incurring any charges other than the transmission costs calculated according to the base fee.

Please send all information requests, information enquiries or objections relating to data processing to us by email ([recruiting@GROHE.com](mailto:recruiting@GROHE.com)).

Privacy Statement Status:

January 2018

We point out that in future due to legal or other requirements this declaration may be subject to change. Please ensure that you stay regularly informed of the current status.