

Data Protection Information for Applicants of PAIR Finance

- In accordance with Art. 13 of the General Data Protection Regulation (GDPR) – (EU) 2016/679 –

The following data protection information gives an overview of the processing of your personal data in the course of your application at PAIR Finance and of your rights based on data protection law.

1. Who is controller and therefore responsible for data processing - Art. 13 (1) lit. a) GDPR - and who can I contact also – Art. 13 (1) lit. b) GDPR?	<p>The Controller is: PAIR Finance GmbH Hardenbergstraße 32 10623 Berlin e-mail: info@pairfinance.com</p> <p>You can reach for our Data Privacy Officer: Data Privacy Officer of PAIR Finance GmbH e-mail: datenschutz@pairfinance.de</p>
2. What do we process your data for (purpose of processing) and on what legal basis? – Art. 13 (1) lit. c), d) and (2) lit. c) GDPR	
2.1. For employment-related purposes / § 26 BDSG	<p>At PAIR Finance we process your personal data to review your application and qualification. Thus your personal data is processed for employment-related purposes where necessary for hiring decisions or, after hiring, for carrying out the employment contract in accordance with § 26 BDSG.</p>
2.2. For purposes on the basis of legitimate interests / Art. 6 (1) lit. f) GDPR	<p>You have the opportunity to contact us via our website for the purpose of applying for an advertised position. As part of your application process at PAIR Finance we process your personal data you provided for us via our partner Greenhouse Software, Inc.; 18 West 18th Street, 11th Floor; New York, NY 10011 USA (hereinafter "Greenhouse"). The processing via our partner is based on our legitimate interest, Art. 6 (1) lit. f) GDPR. Please find further information in the privacy policy of Greenhouse.</p> <p>Furthermore, if it is necessary, we process your data for the purpose of legitimate interests of us or a third party based on the same legal basis (Art. 6 (1) lit. f) GDPR), e.g. to ensure the accuracy of your information and to monitor and improve the recruitment process.</p>

<p>2.3. On the basis of your consent / Art. 6 (1) lit.a) GDPR</p>	<p>In so far as you have voluntarily provided us with your data beyond the application process (to contact you later with suitable job advertisements), the legality of this processing is given on the basis of your consent (Art. 6 (1) lit. a) GDPR). A given consent can be withdrawn at any time.</p> <p>Please note that the withdrawal will only take effect in the future. The withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal.</p> <p>In case you want to withdraw your given consent please send an e-mail with your withdrawal to datenschutz@pairfinance.de.</p>
<p>3. Who will receive your data? – Art. 13 (1) lit. e) and f) GDPR</p>	<p>Within the company, the specific departments involved in the application process, including the People & Organization department, will receive your personal data. Furthermore, your data is also processed by processors, e.g. our partner Greenhouse (see above 2.2) when you use their service to apply. In case you use this way to apply at PAIR Finance, please find further information of data processing at Greenhouse Software, Inc.; 18 West 18th Street, 11th Floor; New York, NY 10011 USA in the privacy policy of Greenhouse.</p>
<p>4. How long will your data be stored? – Art. 13 (2) lit. a) GDPR</p>	<p>The storage period is generally a maximum of six months following a decision about your application, unless a contract is concluded or you have given us your consent to the further processing of your data.</p>
<p>5. What data protection rights do you have? – Art. 13 (2) lit. b), d) and Art. 21 (4) GDPR</p>	
<p>5.1. Your data protection rights in general</p>	<p>You have the following rights:</p> <ul style="list-style-type: none"> ➤ right of access to your personal data (Art. 15 GDPR) ➤ right to rectification (Art.16 GDPR) ➤ right to erasure (Art. 17 GDPR) ➤ right to restriction of processing (Art.18 GDPR) ➤ right to data portability (Art. 20 GDPR). ➤ In case you have given your explicit consent, you have the right to withdraw your consent at any time, without affecting the lawfulness of processing before the withdrawal (Art. 7 GDPR).

5.2. Your right to object	<p>You have the right to object, on grounds relating to your particular situation, at any time to processing of personal data concerning you which is based on Art. 6 (1) lit. f) GDPR (see above 2.2).</p> <p>In case of your objection we will no longer process the personal data that concerns you, unless we can prove compelling legitimate reasons for the processing, which outweigh your interests, rights and freedoms, or the processing serves to assert, exercise or defend legal claims.</p> <p>The objection can be made form-free and should be addressed to:</p> <p>PAIR Finance GmbH Hardenbergstraße 32 10623 Berlin e-mail: datenschutz@pairfinance.de</p>
5.3. Your right to lodge a complaint with a data protection supervisory authority	<p>You have the right to lodge a complaint with a data protection supervisory authority. The competent supervisory authority of PAIR Finance ist he following: Berliner Beauftragte für Datenschutz und Informationsfreiheit.</p> <p>More information about how to lodge a complaint you will find here.</p>
6. Is there a statutory or contractual obligation for you to provide data? – Art. 13 (2) lit. e) GDPR	<p>There is no obligation to provide your personal data to us.</p> <p>Though we only can review your application and your interest in working with PAIR Finance if you provide us with all relevant information. Otherwise we cannot determine your suitability, which is the basis for employment at PAIR Finance.</p>
7. To what extent is there automated decision, including profiling, making in individual cases? – Art. 13 (2) lit. f) GDPR	<p>We do <u>not</u> use automated decision-making in connection with your application data, including profiling, referred to in Art. 22(1) and (4) GDPR.</p>