

Mandatory information pursuant to Art. 13 GDPR regarding the processing of personal data in the application process

The protection of your personal data is important to us. We process data that you send us in connection with your application in order to assess your suitability for the position (or any open positions in our company) and to carry out the application process. This includes data such as: contact details, communication data, personal data, application documents and availability.

1. Responsible	Maschinenfabrik NIEHOFF GmbH & Co. KG Walter-Niehoff-Straße 2 91126 Schwabach Phone: +49 9122 977-0 Email: info@niehoff.de Website: https://www.niehoff-gmbh.info/de/
2. Contact details of the data protection officer	MKM Datenschutz GmbH Martin-Albert-Straße 1 90491 Nuremberg Phone: +49 911 990 860 0 Email: datenschutz@mkm.legal
3. Purposes and legal basis	We process your personal data for the purpose of conducting the application process. The processing of your personal data is necessary for the decision on the establishment of an employment relationship. The legal basis for the processing of your personal data is Art. 6 para. 1 lit. b GDPR. If processing of your personal data is necessary after completion of the application process for the purpose of legal prosecution, the data processing will be carried out on the basis of a legitimate interest pursuant to Art. 6 para. 1 lit. f GDPR. Our legitimate interest then lies in the defence against claims. If special categories of personal data are processed that relate to particularly sensitive areas of life, such as information on religion or health (e.g. degree of disability), this is required and permitted under Article 9(2)(b) 6(1)(b), (c) GDPR, so that we can exercise the rights arising from labour law and social security and social protection law () and fulfil our obligations. Insofar as special categories of personal data are processed beyond this, this is done in accordance with Art. 9 (2) (a) and Art. 6 (1) (a) GDPR on the basis of your consent.

	If we have obtained your consent to process your personal data for specific purposes (e.g. inclusion in an applicant pool for future consideration), this processing of personal data is based on Art. 6 para. 1 lit. a GDPR.
4. Change of purpose	If the application process is successful, your data may be transferred to our personnel management systems and processed for the purposes of the employment relationship.
5. Recipients of personal data Within our company, your personal data will be received by those departments that need it	Within our company, your personal data will be received by those departments that need it in the context of the application process and for the purpose of deciding on your appointment. This may also include departments in other companies of the NIEHOFF Group. An overview of the companies can be found here: https://www.niehoffgmbh.info/de/niehoff-gruppe/standorte
6. Transfer to third countries outside the EU	No data is transferred to third countries (outside the European Economic Area – EEA).
7. Duration of storage	Your personal data will be processed for the first time from the time of collection and deleted six months after the end of the application process if no employment relationship is established. If you have consented to the storage of your application documents beyond the application process (e.g. applicant pool), we will delete your personal data after the agreed period has expired or after you have revoked your consent. This does not apply if we have a legitimate interest in a longer storage period (e.g. assertion, exercise or defence of legal claims).
8. Rights of data subjects	You have the following rights if the legal requirements are met: You have the right to request information from us about your personal data (Art. 15 GDPR), correction (Art. 16 GDPR), deletion (Art. 17 GDPR) or restriction (Art. 18 GDPR) to the extent permitted by law (). We will also provide you with your data in a structured, commonly used and machine-readable format upon request (Art. 20 GDPR). To exercise your rights, please contact the responsible body. If we process your personal data on the basis of a legitimate interest, you may object to this processing (Art. 21 GDPR). You also have the right to lodge a complaint with a supervisory authority if you believe that the processing of your personal data is not lawful (Art. 77 GDPR). The supervisory authority responsible for us is: Bavarian State Office for Data Protection Supervision (BayLDA) Promenade 18 91522 Ansbach

	Phone: +49 (0) 981 180093-0 Email: poststelle@lda.bayern.de
9. Right of withdrawal of consent	If you have consented to processing by means of a corresponding declaration, you can revoke your consent at any time with effect for the future. We will then no longer process your personal data for the purpose for which it was collected.
10. Obligation to provide personal data and the consequences of withholding data	The provision of your personal data is necessary for the application process. This does not include information that is marked as optional or not mandatory. If you do not provide your personal data, we will unfortunately not be able to consider you for the advertised position. This does not apply to information that is optional or not marked as mandatory.
11. Automated decision-making and profiling	Automated decision-making based on the personal data collected and profiling within the meaning of Art. 22 (1-4) GDPR do not take place.

As of: Februar 2026