www.energypartners.de

Data protection information for employees and applicants*

Energy Partners GmbH
Bahnhofsplatz 2a
83278 Traunstein

Version 2 dated 27.10.2025



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In the following, we would like to inform you about how we handle your personal data.

As the protection of your personal data is very important to us, we treat your personal data confidentially and in accordance with the current legal data protection regulations. Personal data refers to all data that can be used to identify you personally.

The entity responsible
for data processing is:

Energy Partners GmbH
Bahnhofsplatz 2a
83278 Traunstein

Phone: +49 861 2097090
Fax: +49 861 2090929

Please contact us directly if you have any questions, requests, or comments regarding data protection.

data protection officer:
Veit Krahl
External data protection officer in the Rosenheim district
E-Mail: mail@veit-krahl.de

What data we collect from you, when, for what purpose, and on what basis:

We collect and store personal data when you apply for a job with us or enter into an employment relationship with us.
In the case of an application, we collect and store the information you provide us in your application documents. We use this information to process your application and to contact you if we are unable to fulfill your position.
In the case of an employment relationship, we collect contact information, identity data (e.g., gender, date of birth, nationality), transaction data (e.g., bank details), and, if necessary, other data required for the fulfillment of the employment relationship, payroll accounting, or the fulfillment of legal requirements.
The processing is carried out exclusively for the purpose of fulfilling the employment relationship and the associated legal requirements or (in the case of applicants) the associated pre-contractual measures (GDPR Art. 6 (1) (b) and (c)). If we wish to retain an application for a longer period of time, we will obtain your consent to do so. If we wish to process data from you that is not strictly necessary for the employment relationship, we will only do so if you have given us your consent. The basis for data processing is then Art. 6 (1) lit. a GDPR, which permits the processing of data within the scope of consent.
If we process your data within the scope of consent, we store the consent you have given on the basis of Art. 6 (1) lit. f GDPR, which permits the processing of data within the scope of a balancing of interests. It is in our interest to be able to prove consent has been given if necessary. We store revocations and data subject requests as well as other information that must be proven or documented in order to protect ourselves against possible legal claims, to be able to comply with obligations to provide evidence, or to comply with legal regulations.
The basis for data processing is Art. 6 (1) lit. f GDPR, which permits the processing of data in the context of a balancing of interests, and Art. 6 (1) lit. c GDPR, which permits the processing of data for the fulfillment of a legal obligation. It is in our interest to document processes to the extent necessary and to protect ourselves against legal claims.

What happens if you do not provide us with the data:

The personal data collected within the scope of the employment relationship is necessary for the fulfillment of the employment relationship and the associated legal requirements. Failure to provide this data will result in us being unable to enter into the employment relationship.
If you do not wish to give your consent to the processing of personal data as requested by us, we will not process this data. You will not suffer any disadvantage as a result of not giving your consent.

To whom is data disclosed?

We disclose business data (such as contact details or data on qualifications or knowledge) of our employees to customers, suppliers, or other third parties involved in business processes in any way within the scope of our business activities if this is necessary in the context of the employee's work. The basis for data processing and disclosure is Art. 6 para. 1 lit. b GDPR, which permits the processing of data for the establishment, implementation, or termination of an employment relationship. The basis for data processing and disclosure is Art. 6 (1) (b) GDPR, which permits the processing of data for the establishment, execution, or termination of an employment relationship.

We disclose personal data of employees to a service provider for the purpose of payroll accounting. The basis for the disclosure is Art. 6 (1) lit. f GDPR, which permits the processing of data within the scope of a balancing of interests. It is in the interest of the The basis for the transfer is Art. 6 (1) lit. f GDPR, which permits the processing of data in the context of a balancing of interests. It is in the interest of the company to consult a specialist for critical and demanding sub-processes, such as payroll accounting, in order to achieve the necessary legal certainty.

If necessary in the context of business trips, we pass on personal data to third parties involved in the business trip (e.g. hotels, airlines, authorities). If necessary, this transfer also takes place to third countries with a level of data protection that is not comparable.

Our employees use a variety of different tools, forums, and portals in their daily work. To log in to one of these portals, at least an email address is normally required. If the solution is hosted by a third party rather than by us, your business email address will be transferred to the respective provider.

As part of our normal work processes, we pass on personal data to service providers and providers of various software solutions (cloud providers). We ensure the security of processing required by the GDPR and the rights of data subjects, for example, through a contract for order processing. The basis for the transfer is Art. 6 (1) lit. f GDPR, which permits the processing of data in the context of a balancing of interests in combination with Art. 28 GDPR. It is in the interest of the company to organize its business activities using the best possible software solution. After careful consideration of a large number of providers, the solution used has proven to be the best possible for the individual needs of the company.

If we are subject to a legal requirement to do so, we also pass on personal data to public authorities and agencies. The basis for this transfer is then Art. 6 (1) (c) GDPR, which permits the processing of data to fulfill a legal obligation.

How we protect your data

Your data is primarily stored at our business premises in Germany or in data centers within the EU. We ensure that this data is protected appropriately and in accordance with the latest technology.

When we pass on data to third parties for order processing, we contractually ensure that the service provider also protects this data appropriately and in accordance with the latest technology.

How long do we store your data?

If we reject an application, your documents and associated personal data will be automatically deleted, returned to you, or destroyed no later than 6 months after the last communication, unless you agree to a different procedure.
If the application documents (in the event that no employment relationship is established) are to be kept for positions that become vacant at a later date, this will only be done with the consent of the applicant. In this case, the documents are usually deleted, returned to the applicant, or destroyed after one year.
Employee data is deleted or destroyed 10 years after the employee leaves the company, provided that there are no legal requirements to the contrary. We delete data that we store to defend against legal claims as soon as it is no longer required.
If it is necessary to archive data beyond this period in order to comply with statutory retention periods, the data will be deleted after the retention period has expired.

Video surveillance:

As part of our security concept, we monitor individual entrances, corridors, and sensitive areas using video cameras. Video surveillance is not covert, but is carried out using visible cameras. Only images are recorded, not sound. Recording only takes place when an alarm is triggered.
We also monitor individual construction sites using video cameras. Monitoring is carried out both in connection with project execution and to prevent or investigate criminal offenses. The video recordings are used solely for the prevention or prosecution of possible criminal offenses and are intended, among other things, to support the authorities. The video data will only be used in the aforementioned case and in cooperation with the authorities.
Unless the data must be retained for the investigation of a specific crime for and in cooperation with the authorities, it will be deleted after 7 days at the latest.
The basis for data processing is Art. 6 (1) lit. f GDPR, which permits the processing of data in the context of a balancing of interests. It is in our interest to ensure the safety of our employees and assets and to protect ourselves against criminal offenses. Video surveillance of particularly critical areas is a necessary part of our security concept. When the measure was introduced, deliberate emphasis was placed on limiting it to the minimum necessary. Similarly, access was regulated as far as possible in order to protect personal rights.

What rights do you have?

If data processing is based on Art. 6 (1) (e) or (f) GDPR, you have the right to object to the processing of your personal data at any time for reasons arising from your particular situation; this also applies to profiling based on these provisions. If you object, we will no

longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing that override your interests, rights, and freedoms, or the processing serves to assert, exercise, or defend legal claims (objection pursuant to Art. 21(1) GDPR).
If your personal data is processed for direct marketing purposes, you have the right to object at any time to the processing of your personal data for such marketing purposes; this also applies to profiling insofar as it is related to such direct marketing. If you object, your personal data will no longer be used for direct marketing purposes (objection pursuant to Art. 21 (2) GDPR). If you object, your personal data will no longer be used for the purpose of direct marketing (objection pursuant to Art. 21 (2) GDPR).
You have the right to obtain information about the origin, recipient, and purpose of the storage of your personal data at any time and free of charge. You also have the right to correct, supplement, delete, or block your personal data.
You have the right to request the restriction of processing in the following cases:

- If you doubt the accuracy of the personal data stored by us and we need time to verify this. For the duration of the verification, you have the right to have the processing of your personal data restricted.
- If the processing is unlawful.
- If your personal data is no longer required for the purposes of processing, but must be stored for the assertion, exercise, or defense of legal claims, or for the fulfillment of legal requirements.
- If you have objected to the processing and it is not yet clear whether the legitimate reasons of the controller outweigh yours

If you have requested a restriction, this data (apart from storage) may only be processed with your consent or for the assertion, exercise, or defense of legal claims, or for the protection of the rights of another natural or legal person, or for reasons of important public interest of the European Union or a Member State. If you have requested erasure, we will erase this data as soon as possible, unless we are required to retain it for legal reasons.
You have the right to revoke your consent at any time and without giving reasons for the future. To do so, simply send an informal message to the person responsible. The legality of the data processing carried out up to the point of revocation remains unaffected by the revocation.
You have the right to have data that we process automatically on the basis of your consent or in fulfillment of a contract handed over to you in a common, machine-readable format or transferred to a third party. If you request the direct transfer of the data to another controller, this will only be done if it is technically feasible.
If you wish to exercise a right or have questions about data protection in our company, you can contact us at any time at the address given above or in the legal notice.
In addition, you have the right to lodge a complaint with a supervisory authority. A list of supervisory authorities can be found at the following link:
https://www.bfdi.bund.de/DE/Infothek/Anschriften_Links/anschriften_links-node.html

* The English version is a translation of the German version. In the event of any ambiguities with regard to the translation, the German version shall take precedence over the English version.