

# HUGO BOSS

## Information on the Processing of Your Personal Data as an Applicant of HUGO BOSS

This is to inform you as to how your personal data will be processed by HUGO BOSS AG and your rights under data protection legislation, especially under the EU General Data Protection Regulation (GDPR).

### Who is responsible for data processing and how can I reach the Data Protection Officer of the HUGO BOSS AG?

The controller responsible for data processing is:

#### **HUGO BOSS AG**

Dieselstraße 12  
72555 Metzingen (Germany)  
Tel.: +49 7123 94-80999  
Fax: +49 7123 94-880259  
E-mail: [info@hugoboss.com](mailto:info@hugoboss.com)

Managing Board: Mark Alexander Langer (CEO), Bernd Hake, Yves Müller and Ingo Wilts

You can reach the **Data Protection Officer** of the HUGO BOSS AG by using the above contact details or by e-mail at [privacy@hugoboss.com](mailto:privacy@hugoboss.com) / [datenschutz@hugoboss.com](mailto:datenschutz@hugoboss.com).

### What categories of data does HUGO BOSS use as your employer and where does HUGO BOSS get such data?

The categories of personal data that we process include in particular profile information (such as your first name, last name, e-mail address, (mobile) telephone number, address, postal code, city, country, state), position information and application documents (CV, application letter, other documents). With the usage of the IT-systems incoming log data such as login and change records can appear.

Your personal data will be recorded directly during the hiring process. HUGO BOSS may also have received data from third parties (e.g. personnel consultants).

Moreover HUGO BOSS processes your personal data, which we may receive from publicly available resources (e.g. professional networks, websites), in case you have agreed by naming the resources accordingly.

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## Why do we process your data and what is the legal basis for doing so?

HUGO BOSS processes your personal data in compliance with the provisions of the GDPR, the revised version of the German Federal Data Protection Act (*Bundesdatenschutzgesetz – BDSG*), the Data Protection Act of Austria (*Datenschutzgesetz DSG*) and all other relevant provisions of law (e.g. Works Constitution Act).

Such data are primarily processed to enter into, perform and terminate an employment contract. Article 6(1)(b) of the GDPR is the primary legal basis for such processing in conjunction with § 26(1) of the revised version of the Federal Data Protection Act and, if applicable, consent given by you pursuant to Article 6(1)(a) and Article 7 of the GDPR in conjunction with § 26(2) of the revised version of the Federal Data Protection Act (e.g., in the case of video recordings) may also serve to legitimize processing.

In the event that HUGO BOSS should want to process your personal data for any purpose other than those mentioned above, we will inform you in advance.

## Who receives your data?

Your personal data will only be made available to individuals and organizational entities within HUGO BOSS (e.g., departments, works council and representatives of the severely disabled) that require such data to fulfill our contractual and legal obligations.

Your personal data will be made available to certain companies within the HUGO BOSS Group in case you have explicitly agreed to. Hereto you have the following options:

1. Your data will be used for the recruitment of the position you have applied for. In case the position is offered by an affiliated HUGO BOSS company, the data will be transferred to this company. A transfer to a further company within the HUGO BOSS Group will not take place.
2. Your data will be transferred for the recruitment of a vacant position in HUGO BOSS Group companies within your resident country.
3. Your data will be shared with all HUGO BOSS Group companies worldwide in case of vacant positions.

In case of prosecution of crime and criminal offences or avert a danger to public for the public danger HUGO BOSS is obliged to transfer personal data on written request to the authorities. A further transfer will not take place.

## What are your rights as a data subject?

You can obtain **information** on the data that we have stored on you through the above address. Under certain circumstances, you can also have your data **rectified** or **erased**. You may also have the right to **restrict processing of your data** as well as the **right to receive** the data you have made available in a structured, commonly used and machine-readable form.

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## **Right to object**

**You have the right to object to having your personal data processed for direct marketing purposes without stating any reasons. If HUGO BOSS processes your personal data to safeguard our legitimate interests, you can object to such processing on grounds relating to your particular situation. HUGO BOSS will then cease to process such data unless HUGO BOSS can demonstrate compelling legitimate reasons for such processing that outweigh your interests, rights and freedoms, or such processing serves to establish, exercise or defend legal claims.**

## **Where can you lodge complaints?**

In the event that you should be of the opinion that HUGO BOSS, processing of your personal data is unlawful or in violation of data protection legislation for other reasons, you can file a complaint with the competent supervisory authority:

Landesbeauftragter für den Datenschutz und die Informationsfreiheit des Landes  
Baden-Württemberg  
P.O. Box 10 29 32  
70025 Stuttgart

## **How long do we retain your data?**

HUGO BOSS erases personal data as soon as they are no longer needed for the purposes mentioned above. 6 months after a possible rejection, the data will be erased.

## **Will your data be transferred to third countries?**

HUGO BOSS will transfer personal data to service providers located outside the European Economic Area (EEA) only insofar as the EU Commission has confirmed the existence of an appropriate level of data protection in the respective third country or other appropriate data protection safeguards are in place (e.g., standard EU contractual clauses). Detailed information on such transfers and the level of data protection of HUGO BOSS service providers in other countries is available at the above contact information.

## **Where are your personal data being processed?**

To deliver the support and administrative tasks the Job Agent and the application management HUGO BOSS uses external IT service providers within the EU/ European Economic Area (EEA). Moreover, HUGO BOSS and affiliates of HUGO BOSS can engage external service providers for services within the selection and handling process of the application.

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