



HIGH PERFORMANCE WIRES

Data protection information for applicants

We are delighted that you would like to apply for a position with us. Below, we explain how we process your personal data in the context of an application and provide you with further relevant information in this regard.

1. Data controller

The controller within the meaning of the General Data Protection Regulation (hereinafter referred to as "GDPR") and other national data protection laws of the member states as well as other data protection regulations for an application is:

hpw Metallwerk GmbH
Auwiesenstraße 2, A – 4030 Linz
Tel: +43 (0)732 30 72 70, E-Mail: info@hpwires.com

2. Categories of personal data

We process data related to your application, in particular:

- General personal data (name, address, contact details)
- Information on professional qualifications, school education, and further training
- Other information that you provide to us as part of your application
- Publicly available, job-related information (e.g. LinkedIn or XING profile)

This information is generally collected directly from you. In addition, we may process career-related information from publicly available sources (e.g. LinkedIn, XING) to the extent necessary for making a decision about employment.

Separate consent is required for record keeping after a rejection. Without this consent, you will not receive any further job offers or vacancies.

3. Processing purposes and legal basis

We process your personal data in order to carry out the application and onboarding process with you and to ensure optimal staffing. We do this on the legal basis of our overriding legitimate interest in conducting an efficient application and onboarding process (Art. 6 (1) (f) GDPR) and on the basis of the necessity to carry out pre-contractual measures (Art 6 (1) (b) GDPR).

The data is either provided by you (e.g. by sending your resume by email) or collected by us during the application process (e.g. through notes taken during the interview). You are not obliged to provide us with personal data. However, without this data, we cannot carry out the application process.

If you have consented to your data being kept on file, we will continue to process your data even after you have been rejected in order to send you suitable job offers by email in the future.

4. Transfer of personal data

Your data will only be passed on within our company to those employees who are legitimately involved in the application and onboarding process.



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5. Storage period

We generally store your data for the duration of the application process. After rejecting an application, we store your data for six months from the date of completion of an unsuccessful application process in order to defend against any legal claims.

We will retain the personal data stored on the basis of your request and consent for as long as you have not revoked your consent, but for a maximum of 18 months from the date of your consent to storage.

In the event of a successful application, we will retain the personal data collected during the application process for the duration of the statutory retention periods. In addition, data will be stored for as long as is necessary to assert, exercise, or defend legal claims, or until any claims become time-barred.

7. Your rights in relation to personal data

Under the applicable data protection regulations, you have the following rights:

- Right to information: You can check whether and which personal data we process about you and receive a copy of this data.
- Right to correction and deletion: You can request the correction or supplementation of incorrect or incomplete data, as well as the deletion of unlawfully processed data.
- Right to restriction of processing: Under certain conditions, you can request that we restrict the processing of your personal data.
- Right to object and revoke consent: Under certain circumstances, you may object to the processing of your personal data or revoke your previously given consent at any time with future effect. The legality of the processing carried out until revocation remains unaffected.
- Right to data portability: You may request that we provide you with the personal data you have provided to us in a structured, commonly used and machine-readable format.
- Right to information about recipients: You can find out to which third parties your personal data has been transferred.
- Right to lodge a complaint: You have the right to lodge a complaint with the competent data protection authority if you believe that the processing of your personal data violates data protection regulations.

You can contact us with your inquiries at the following address:

hpw Metallwerk GmbH

Auwiesenstraße 2

A – 4030 Linz

Tel: +43 (0)732 30 72 70, E-Mail: dp@hpwires.com

Linz, November 2025