



Privacy Policy

KION GROUP AG appreciates your interest in our company and our products. This Privacy Policy provides you with information on how KION GROUP AG and its subsidiaries (collectively referred to as 'KION') process your personal data when you use our application portal.

Personal data refers to any data that relates to you as an individual and that can be used to identify you. Generally, the KION company you are applying to and KION GROUP AG are jointly responsible for the processing of your personal data.

What information do we collect?

You can search our careers page for vacancies without providing any personal data. Please note, however, that we use cookies on our website to collect certain data from our users, such as how often a certain page is accessed (for further information please see our cookie policy at [Our Privacy Statement | KION GROUP AG](#)).

Data we need for the application process:

To create a profile or submit an application, you will have to share personal data with us, such as:

- Salutation (Mr. / Ms.)
- Title
- First name, last name
- Address (including postal code)
- Telephone number(s)
- Email address
- Career history
- Qualifications, including languages spoken
- Degree of disability

In addition to the data that you supply directly, we may also obtain information about you from other sources, e.g. from websites where you have voluntarily published your personal data (such as LinkedIn.com).

In some countries we are required to inform you of the legal basis that allows us to collect and process your personal data. We collect your data in order to enter into a contract with you or because KION Group AG has a legitimate interest in doing so as an employer.

Data that you disclose to us

If, during the application process, you disclose other personal data to us that is not directly requested for the application process, we will also process this data on the basis of our legitimate interest in recruitment.

How do we use your personal information?

We use the information supplied by you to carry out the recruitment process at KION and for analytical purposes. Specifically:

- We process your data in order to assess your suitability for a position with us, including in the subsequent interviews and/or assessments. This applies both to the position you have applied for and to similar potential positions within our company. Copies will be kept of the information provided by you and any other correspondence in order to progress your application and as a record of our recruitment processes (for more information see under 'How long do we retain your personal details?').
- For statistical purposes, we are permitted to anonymize your data and use it in aggregated form.
- We may also contact you by email or phone to discuss your application.
- If your application is successful, we will use your personal data to establish an employment relationship and will store this data in our systems accordingly.

Will your personal data be transferred to other countries and who is responsible for the data processing?

If you apply for a job at KION, your personal data will be processed by joint controllers in accordance with Art. 26 GDPR. These are:

- KION GROUP AG, domiciled in Frankfurt am Main, Germany
- the relevant KION subsidiary domiciled in the country in which the position for which you are applying is based.

For a list of the people in charge of the processing of personal data and their individual responsibilities, see [here](#).

Where it is necessary to transfer your personal data to countries with a different standard of data protection than the country in which you are located in order to fulfill one of the above purposes, we have put contractual or other appropriate safeguards in place to ensure that your data is protected to the same standards around the world.

With whom do we share your data?

Where we have engaged a service provider to help us to fill a vacancy and you have applied through this channel, your résumé and other details will be forwarded to us by the contracted recruitment agency in the country in which you are applying. All of your personal data that we have received from the service provider will be handled in accordance with this privacy policy. Information on how the recruitment consultancy handles your personal data can be obtained from the service provider concerned.

We also share your personal data with service providers who assist us in fulfilling the purposes outlined above. We have entered into contractual agreements to ensure that these service providers process the personal data exclusively in accordance with our instructions and only for the aforementioned purposes. This ensures an appropriate level of security in the data processing.

Within KION, your personal data will only be shared with the relevant persons within the HR department, their managers and, so far as necessary, other relevant persons from the Operating Unit or Human Resources. Under certain circumstances, we may be required to disclose your data within or outside KION for legal or regulatory reasons or for the purposes of risk management, e.g. if requested to do so by a court, the police, another law enforcement agency or a regulatory authority.

What rights do I have?

If KION processes your personal data, you can contact KION Group AG or the subsidiary to which you are applying

- to request a copy of the personal data that we hold about you,
- to inform us of any changes to your personal data or to ask us to correct personal data that we hold about you,
- in certain situations to request that the personal data we hold about you be erased, blocked, or that the processing be restricted, or to object to the specific manner in which we use your personal data,
- in certain situations to ask us to transmit to a third party the personal data you have supplied to us;

You can also:

- withdraw consent provided at any time, in accordance with applicable law; and
- object to the use of your personal data at any time in accordance with applicable law if we process your personal data on the basis of a legitimate interest or in the public interest.

For all requests relating to this privacy policy, or to exercise your rights or make a complaint, please contact us at the following address dataprotection@kiongroup.com. You can also contact the local data protection authority.

How do we protect your personal data?

KION continuously implements appropriate technical and organizational security measures to protect your personal data comprehensively against manipulation, partial or total loss, and unauthorized access by third parties. We improve our security measures on an ongoing basis to keep in step with technological advances.

In addition to securing our premises and systems, we also use an encryption method on this website. This means that any personal data transmitted by you, including your payment details, will be sent using the generally accepted and safe SSL (secure socket layer) protocol in order to prevent any misuse of your data by third parties. SSL is a secure and tried-and-tested standard that is also used for purposes such as online banking. One way of finding out if you are using a secure SSL connection is to check whether the lock symbol in the status bar of your browser displays a closed lock and whether the URL in the address bar begins with 'https'.

Notwithstanding the above, we would like to stress that web-based data transmissions can never be considered completely secure (e.g. email correspondence) and that we are therefore unable to provide any absolute guarantee in relation to the protection of your data against unauthorized access by third parties.

How long do we retain your personal data?

If you are applying for a specific position, we store your data until there is no longer a legal basis for retaining it. This is usually the case when we have no statutory or regulatory obligation to store the data. If you have given us your consent to store the data for longer, we are permitted to store this data beyond the above period, for as long as we have your consent.

How can you contact us?

KION GROUP AG

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60549 Frankfurt am Main
Germany

Tel: +49 (0)69 201 100

Email: info@kiongroup.com

Website: www.kiongroup.com