

PRIVACY NOTICE

Dear Ladies and Gentlemen,

Dear Applicants!

The protection of your personal data is very important to us! We process your personal data exclusively in accordance with the applicable legal provisions, in particular the Austrian Data Protection Act (hereinafter referred to as 'DSG') and the European General Data Protection Regulation (hereinafter referred to as 'GDPR').

This Privacy Notice provides you with details of the most important aspects of data processing in connection with your application.

A. Name and contact details of the controller

UnitCargo Speditionsges.m.b.H.

Hietzinger Kai 13/Top 7

A-1130 Vienna,

Tel: +43 1 577 25 03

Mail: data-protection@unitcargo.at

B. General information on data processing

Personal data refers to any information that relates to you as an individual, such as your name, address or email address. We collect, process and store your personal data solely for the purpose of processing your application and carrying out our recruitment procedure. This happens only:

- when it is necessary to fulfil our contractual or legal obligations in accordance with Art 6 (1) (b) and (c) GDPR or
- when you have given your explicit consent in accordance with Art 6 (1) (a) GDPR.

If we process special categories of personal data (e.g. health data, information about religious beliefs, etc.) under Art 9 GDPR, or data related to criminal offenses under Art 10 GDPR, this happens specifically:

- to fulfil our duties of care as an employer (Art 9 (2) (b) GDPR),
- or to establish, exercise or defend legal claims (Art 9 (2) (f) GDPR).

Additionally, we may process personal data under Art 6 (1) (f) GDPR when it is necessary to protect our legitimate interests or those of a third party, provided your right to privacy does not outweigh those interests.

We delete your personal data or store it securely and protect it from unauthorised access as soon as the purpose for processing no longer applies, unless legal obligations require retention for a longer period. We also retain your data for as long as legal claims can be asserted against us.

C. Data processing for recruitment purposes

We process your personal data only to the extent necessary to fulfil the stated purpose and where a legal basis exists for doing so. If you do not provide us with the necessary data, we may not be able to consider your application.

a) Scope of the data processing

As part of the application process, we process all data that you provide to us in the course of your application. This particularly includes your name, salutation, gender, title, nationality, date of birth, address and contact details, correspondence language, educational background and professional experience, and other information contained in your application and CV (if provided).

In addition, we generate information during the recruitment procedure, e.g.:

- Correspondence and notes from interviews or other communication,
- Internal assessments regarding your professional and personal skills, career goals and salary expectations,
- Records of the recruitment progress and whether the position is offered to you.

b) Purpose of the data processing

We process the data in order to carry out the recruitment procedure, assess your professional and personal suitability for the advertised position and optimise our recruitment process.

c) Legal basis of the data processing

Your personal data listed under a. is processed on the basis of the following legal grounds:

- Pre-contractual measures:** The data you provide is processed and stored based on pre-contractual measures pursuant to Art 6 (1) (b) GDPR. If you do not provide this data, we may not be able to process your application.
- Legitimate interests:** We process certain data (e.g., the channel through which you learned about the vacancy) to improve our application process. This information is collected on the basis of our legitimate interest pursuant to Art 6 (1) (f) GDPR.

You can object to this processing at any time by giving reasons at data-protection@unitcargo.at. If your objection is successful, we will delete the relevant data unless legal retention obligations apply. The objection will not negatively affect your application.

d) Recipients of the data

Your application data will be processed only internally by the responsible HR personnel and decision-makers within the relevant specialist department.

If you wish to receive further details regarding the recipients of your personal data, please contact us at data-protection@unitcargo.at.

No data is transferred to third countries.

e) Involvement of service providers

For efficient handling of the recruitment process, we may use service providers (e.g., IT service providers, providers of applicant management tools). They process your data exclusively on

our instructions and on the basis of data processing agreements in accordance with Art 28 GDPR.

If you wish to receive further details regarding our service providers, please contact us at data-protection@unitcargo.at.

f) Storage period

If we are unable to offer you a position, we retain your application data for seven months after the end of the recruitment process, in accordance with the Equal Treatment Act (GlBG) and the Disability Employment Act (BEinstG).

If costs incurred in connection with your application are reimbursed, related data will be stored for three years pursuant to § 1486 (5) of the Austrian Civil Code (ABGB).

If data is relevant for tax purposes, we are legally obliged to retain this data for at least seven years from the end of the calendar year pursuant to § 132 of the Federal Fiscal Code (BAO).

g) Further processing for other data processing purposes

If we are able to offer you a suitable position, relevant application data (e.g. name, contact details, date of birth, education, CV information) will be further processed for the purpose of employee administration.

h) Automated individual decision-making

No automated individual decision-making or so-called “profiling” takes place.

D. Your rights as an affected applicant

As a data subject of our processing, you may exercise the following rights at any time by contacting data-protection@unitcargo.at.

1. Right of access - Information on the data processed about you, purposes, categories, recipients, storage periods and your rights.
2. Right to rectification – Correction of inaccurate or incomplete data.
3. Right to restriction of processing – Limiting processing in certain cases (e.g., disputed accuracy).
4. Right to data portability – Transfer of provided data in a structured, machine-readable format.
5. Right to erasure – Deletion of your data under the conditions of Art 17 GDPR.
6. Right to object – Object to processing based on legitimate interests.
7. Right to withdraw consent – Withdraw consent at any time without affecting processing before withdrawal.

If you believe that the processing of your data violates your right to confidentiality or otherwise infringes your data protection rights, you may file a complaint with:

Austrian Data Protection Authority

Barichgasse 40-42, 1030 Vienna

This does not affect your right to take legal action before the regional court pursuant to § 29 (2) DSG or to pursue any other legal remedies, such as asserting claims for damages.

Effective as of October 2025