

Privacy Policy AviationPower UK LTD

The protection of your personal data is very important to us. At this point, we would like to inform you about the privacy in our company. Your personal data will only be used within the framework of the legal data protection regulations, such as: As the EU General Data Protection Regulation (GDPR). Our employees and agents are obliged to comply with data protection regulations. Below you will find information about the nature, scope and purpose of the collection and use of your personal data and your rights. These notes can be accessed at any time on the Internet at <https://www.aviationpower.de/datenschutz/>.

Responsible body

AviationPower UK Ltd

Regus House
Herons Way
Chester Business Park
Chester
CH49QR

Represented by

Mark Fuchsluger, Managing Director

Danny Youd, Managing Director

Depending on the purpose for which you contact us or the way in which you work with us, not all parts of the privacy policy apply to you.

Website visitors

1. Scope of data collection and storage

| Lfd. Nr. | Data | Purpose | Legal Basis | Storage period |
|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|------------------------------------|--------------------------------------------------|
| 1. | IP addresses of the website visitors | Needs-based design of the website | <u>Art. 6 para. 1 lit. f) GDPR</u> | Temporary for the duration of the anonymization* |
| 2. | Cookie Information (Google Analytics) <ul style="list-style-type: none"> ▪ Domain hash ▪ unique user ID ▪ timestamp first visit ▪ timestamp previous visit ▪ timestamp last visit ▪ Number of visits | " | <u>Art. 6 para. 1 lit. f) GDPR</u> | See description** |

| | | | | |
|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|
| | <ul style="list-style-type: none"> ▪ Number of page views ▪ timestamp cookie update ▪ source of origin ▪ Google Campaign ID ▪ campaign counters ▪ Type of website access ▪ Search terms of the user | | | |
|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|

* This website uses Google Analytics, a web analytics service provided by Google LLC (1600 Amphitheater Pkwy, Mountain View, California 94043, USA). The IP Anonymization feature in Google Analytics sets the last octet for IPv4 user IP addresses and zero for the last 80 bits in memory for IPv6 addresses, just after being sent to the Analytics data collection network for collection. In this case, the full IP address will never be written to disk. Further information on anonymisation can be found here: <https://support.google.com/analytics/answer/2763052?hl=en>.

** The duration of the use of cookies is limited to max. 1 year limited. A cookie is a tiny text file that allows a website to recognize a browser. Cookies are stored in a text file on the computer when visiting the website and are retrieved and selected the next time the web server is called. As a user, you can use your browser settings to decide for yourself whether and which cookies you want to allow, block or delete. You can find instructions for your browser here: [Internet Explorer](#), [Firefox](#), [Google Chrome](#), [Google Chrome mobile](#), [Microsoft Edge](#), [Safari](#), [Safari mobile](#). Alternatively, you can also use so-called adblockers, such as [Install Ghostery](#). The collection and storage of data for the purposes of website analysis and optimization can also be objected to at any time with effect for the future via the following opt-out link <http://www.youronlinechoices.com/en/preferencemanagement/>. Use the link above to manage your preferences for usage-based online advertising. If you object to a usage-based online ad using the preference manager, it will only apply to the specific business data collection from the web browser you are using. The preference management is cookie-based. Deleting all browser cookies will also remove the preferences you set up with the preference manager. If you want to deactivate Google Analytics, you can alternatively also download a corresponding add-on for your web browser at <https://tools.google.com/dlpage/gaoptout?hl=en>.

2. Pursuit of legitimate interests, provided that legal basis is acc. to Art. 6 para. 1 lit. f) GDPR

| Cur. nr. | Traced legitimate interest |
|----------|-----------------------------------|
| 1. | Needs-based design of the website |

3. Transfer and use of personal data

| Receiver or Categories of recipients | Address |
|--------------------------------------|--------------------------------------------------------------|
| Google LLC | 1600 Amphitheatre Pkwy, Mountain View, California 94043, USA |

4. Transmission to third countries

No Yes

↳ Existing guarantees in the case of third country submission: EU / US Privacy-Shield *

* Existing EU / US Privacy Shield certifications can be found at <https://www.privacyshield.gov/list>. Implementing Decision (EU) 2016/1250 of the EU Commission of 12 July 2016 recognizes the level of protection of the EU / US Privacy Shield as equivalent to the level of protection of the Union as a matter of substance. 3 Further information on the recognition of safe third countries can be found on the website of the EU Commission.

5. Other

- Legal obligation to provide personal data: No Yes
- Contractual obligation to provide personal data: No Yes
- Requirement of data for contract conclusion: No Yes
- Possible consequences of non-provision: None
- Automated decision-making including profiling acc. Art 22 GDPR: No Yes

If you apply to us ...

Where does personal data come from and what data can be relevant?

We process personal data that we receive from applicants in different ways, eg via our website and social media channels, at trade fairs or events, via telephone, fax, email, sms, messenger and personal calls.

In addition, we process - as far as is necessary for the processing of applications - personal data that we legitimately gain from publicly available sources (such as the press, the Internet) or that are transmitted to us by other companies or other third parties (eg authorities).

Relevant personal data are personal data (eg name, address, email address, telephone numbers and other contact details, date and place of birth), credentials (eg ID data), authentication data (eg IP address, user name, password), application information (eg CV, photo, references, certificates, application date), security relevant data (eg background checks, criminal record checks), bank data (eg account number), documentation data (eg personal questionnaire, interview guide).

On what basis and for what purpose do we process your data?

We process personal data in accordance with the provisions of the EU General Data Protection Regulation (GDPR)

1. according to Art. 6 para. 1 b GDPR for employment purposes, if this is necessary for the decision whether to establish an employment relationship, as well as for the implementation of pre-contractual measures that are carried out at the request of the person concerned.

We store and process data that you have provided to us as a candidate for the purpose of processing the contract in order to process your application and make you an appropriate offer. The purposes of data processing vary depending on whether you are an internal or external employee, temporary agency worker, recruitment agency, qualification / training, internship, retrainee or any other reason.

Depending on the purpose for which you have applied, we will store and process your data to the extent necessary to fulfill our pre-contractual obligations.

- to contact you and maintain contact
- to carry about the respective application procedure
- to transfer you to our customers as part of temporary employment, recruitment and/or qualification, or to hire you as an internal employee

- to process payments, eg to reimburse you travel expenses

2. pursuant to Art. 6 para. 1 f of the GDPR for the protection of legitimate interests

Unless interests or fundamental rights and freedoms prevail, we process your data as far as necessary for the protection of legitimate interests of us or third parties, eg

- to maintain the quality standard, to comply with and enforce relevant industry standards, to obtain and receive certifications and to conduct audits (quality management)
- for risk management (eg audits)
- to review and optimize internal processes and processes
- to handle and defend legal claims or to defend against lawsuits
- for the further development of our services and products as well as for business management
- to ensure IT operation and IT security
- for the prevention and clarification of criminal offenses

We have taken sufficient account of your interests and fundamental freedoms, which we can do during the processing eg through the processing of your application and the security of your data.

3. pursuant to Art. 6 para. 1 e GDPR in the public interest or pursuant to Art. 6 para. 1 c GDPR for the fulfillment of a legal obligation

In addition, various legal requirements apply to us as a company. These include eg commercial and tax-related requirements. The purpose of the processing results from the respective legal regulations or public interests.

4. pursuant to Art. 6 para. 1 a GDPR, Art. 7 para. 3 GDPR within the scope of your consent

If you have given us consent to the processing of your data for one or more purposes, such as: For example, to send you additional job offers, the processing is legal. Consents granted before 25.05.2018 are still valid.

The consent can be revoked at any time with effect for the future by mail to the above address or by e-mail to dataprotectionrights@aviationpower.co.uk.

The revocation only applies in future and does not affect the legality of the data processed up to that point.

Who receives my personal data?

Your personal information is accessible only to those individuals within the company who need your information to fulfill our (pre) contractual and legal obligations.

Within the AviationPower Group, certain tasks are performed by several companies simultaneously or by AviationPower GmbH centrally for subsidiaries. The AviationPower Group consists of AviationPower GmbH and the subsidiaries AviationPower Technical Services GmbH, AviationStaffmanagement GmbH, AviationPower UK Ltd. Your personal information will therefore be passed on to the named companies or their employees.

In addition, your personal data may be passed on to third parties as part of our legal rights and obligations.

Other recipients of your data outside of our company may be:

- Client / customer for mediation in the context of temporary employment or recruitment
- Providers of further education and training
- Authorities

- Accountants / Auditors / Lawyers
- Disk and file disposal
- Translation agencies
- Post and delivery service providers
- IT Service Providers
- Appraisers, experts
- Consultants
- Travel agencies, providers of transport services
- Occupational health service
- Certifying bodies
- Service providers in the context of order processing
- Shareholders (published in the commercial register)

In addition, recipients may be the places for which you have given us your consent to the data transfer, this includes, for example, consent to the distribution of applications to companies of the AviationPower Group, Group companies of our shareholders or third parties.

Will my data be transmitted to an international organization or a third country?

If we transfer personal data to third parties outside the European Economic Area (EEA), this takes place to the extent that, in accordance with [Art. 45 GDPR](#), this is a secure third country recognized by the EU Commission and has been confirmed to have an adequate level of data protection. Further information is available on the EU Commission website at https://ec.europa.eu/info/index_en.

Furthermore, a transmission is also possible according to [Art. 46 GDPR](#) if there are appropriate data protection guarantees. These may be EU standard contracts, governmentally approved internal data protection regulations ([Article 47 GDPR](#)) or EU / US Privacy Shield certifications. Existing EU / US Privacy Shield certifications can be viewed at <https://www.privacyshield.gov/list>. By Implementing Decision (EU) 2016/1250, available at <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32016D1250&from=EN>, the EU Commission has assessed the level of protection of the EU / US Privacy Shield as the level of protection of the Union as being equivalent in substance.

Upon request, at the above address, we will provide copies of the EU standard contract and / or government-approved privacy policy.

The transmission may also be provided if, in accordance with [Art. 49 GDPR](#)

- for the initiation of the employment relationship (eg due to legal reporting obligations) or for the implementation of the application process,
- for the enforcement or defence of legal claims

is required or

- if you have given us your consent.

When will my data be deleted?

We store and process your personal data as long as this is necessary for the respective purpose according to the respective legal basis. If your data is no longer required, we will delete your data three months after we have sent you a final rejection

If for other (contractual) or legal reasons, the data is subject to a different retention period, we will delete your data after the expiration of these retention periods. The storage and processing can be required eg. for the fulfillment of commercial and tax-related retention periods according to the German

Law like Commercial Code (HGB) or Tax Code (AO) or the English law. Here, the retention periods are two to ten years.

The retention may, if you make legal claims against us or we make a legal defence against you be required for the preservation of evidence and assertion of claims or in defence according to the statutory limitation periods. These limitation periods can be up to thirty years. The regular limitation period according to the provisions of the German Civil Code (BGB) is three years

Do you need to provide us with personal information?

For our collaboration, you must provide us with the personal information we need to process your application, for example, to offer you to customers for a job. In addition, you must provide us with the data required by law, eg to meet the requirements of the German Aviation Security Act (LuftSiG). Without the provision of the data needed for legal contractual purposes we can not process your application, your inquiry or your request, search for a job for you, or offer a (work) contract.

Is there automated decision-making (profiling)?

Automated decision making or profiling does not take place.

If you are or will be our employee ...

Where does personal data come from and what data can be relevant?

We process personal data that we receive from (future) employees in different ways, eg via our website and social media channels, via online application, at trade fairs or events, via telephone, fax, email, SMS, messenger and personal calls.

In addition, we process - to the extent necessary for the establishment, implementation and termination of the employment relationship - personal data that we legitimately gain from publicly available sources (eg press, internet) or which are provided to us by other companies or other third parties (eg authorities). be transmitted legitimately.

Relevant personal data is personal data (eg name, address, email address, telephone numbers and other contact details, date and place of birth), credentials (eg ID data), authentication data (eg IP address, user name, password), application information (eg CV, photo, certificates, certificates, application date), health data (eg occupational health check-ups), information on disability and health status, safety-relevant data (eg background checks, criminal record checks), bank or credit card information (eg account number), documentation data (eg personal questionnaire, interview guide), tax-relevant data (eg tax number), other employment documents (eg warnings, feedback forms, key issue, IT, work clothes, certificates), social security data (eg certificates of health insurance membership and enrollment), working hours (eg monthly working hours), absences (eg holiday), salary-relevant data (eg salary), employment details (eg place of work, position).

On what basis and for what purpose do we process your data?

We process personal data in accordance with the provisions of the EU General Data Protection Regulation (GDPR)

1. according to Art. 6 para. b) GDPR for employment purposes

We store and process data provided by you as a (future) employee during the application phase after the decision to hire you for the purpose of establishing, carrying out and terminating the employment

relationship.

We also save and process the data mentioned in the previous sentence and other personal data, which is added during the period of employment, in order to establish, conduct and terminate the employment relationship.

The purposes of data processing vary depending on whether you are an external, internal or temporary employee.

We store and process your data in accordance with Art. 6 para. 1 b GDPR inter alia

- to contact you and maintain contact
- to transfer you to our customers as part of the temporary employment and / or qualification or to employ you as an internal employee
- for payroll accounting
- for the background check according to German aviation security law (LuftSiG)
- to carry out training and further education
- for reasons of safety at work

2. pursuant to Art. 6 para. 1 f GDPR for the protection of legitimate interests

If your interests or fundamental rights and freedoms do not prevail, we process your data as far as necessary for the protection of legitimate interests of us or third parties, eg

- to maintain the quality standard, to comply with and enforce relevant industry standards, to obtain and receive certifications and to conduct audits (quality management)
- for external communication
- for risk management (eg audits)
- to review and optimize internal processes and processes
- for satisfaction / employee surveys
- to handle and defend legal claims or to defend against lawsuits
- for the further development of our services and products as well as for business management
- to ensure IT operation and IT security
- for the prevention and clarification of criminal offenses

We have taken sufficient account of your interests and fundamental freedoms, which we can do during the processing, eg the execution of the employment relationship and the security of your data.

3. pursuant to Art. 6 para. 1 e GDPR in the public interest or pursuant to Art. 6 para. 1 c GDPR for the fulfillment of a legal obligation

In addition, various legal requirements apply to us as an employer. These include for example, commercial and fiscal related retention requirements, retention obligations under the Temporary Employment Act, etc. The purpose of the processing results from the respective statutory provisions or public interests. For example, accounting documents must be kept in accordance with § 257 HGB in order to prove that records are based on fact. According to § 7 para. 2 AÜG, business records must be kept in order to prove that the information given to the supervisory authorities is correct.

4. pursuant to Art. 6 para. 1 a GDPR, Art. 7 para. 3 GDPR within the scope of your consent

If you have given us consent to the processing of your data for one or more purposes, for example, to publish your photo, the processing is legal. Consents granted before 25.05.2018 are still valid.

The consent can be withdrawn at any time for future effect by mail to the address above or by e-mail to dataprotectionrights@aviationpower.co.uk.

The revocation only applies in future and does not affect the legality of the data processed up to that point.

Who receives my personal data?

Your personal information is accessible only to those individuals within the company who need your information to fulfill our (pre) contractual and legal obligations.

Within the AviationPower Group, certain tasks are performed by several companies simultaneously or by AviationPower GmbH centrally for subsidiaries. The AviationPower Group consists of AviationPower GmbH and the subsidiaries AviationPower Technical Services GmbH, AviationStaffmanagement GmbH, AviationPower UK Ltd. Your personal information will therefore be passed on to the named companies or their employees.

In addition, your personal data may be passed on to third parties as part of our legal rights and obligations.

Other recipients of your data outside of our company may be:

- Client / customer for mediation in the context of temporary employment or recruitment
- Providers of further education and training
- Authorities
- Accountants / Auditors / Lawyers
- Health insurance schemes
- Professional associations
- Disk and file disposal
- Translation agencies
- Post and delivery service providers
- IT Service Providers
- Appraisers, experts
- Consultants
- Travel agencies, providers of transport services
- Occupational health service
- Certifying bodies
- Service providers in the context of order processing
- Shareholders (published in the commercial register)

In addition, recipients may be the ones for whom you have given us your consent to the data transfer.

Will my data be transmitted to an international organization or a third country?

If we transfer personal data to third parties outside the European Economic Area (EEA), this takes place to the extent that, in accordance with [Art. 45 GDPR](#), this is a secure third country recognized by the EU Commission and has been confirmed to have an adequate level of data protection. Further information is available on the EU Commission website at https://ec.europa.eu/info/index_en.

Furthermore, a transmission is also possible according to [Art. 46 GDPR](#) if there are appropriate data protection guarantees. These may be EU standard contracts, governmentally approved internal data protection regulations ([Article 47 GDPR](#)) or EU / US Privacy Shield certifications. Existing EU / US Privacy Shield certifications can be viewed at <https://www.privacyshield.gov/list>. By Implementing Decision (EU) 2016/1250, available at <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32016D1250&from=EN>, the EU Commission has assessed the

level of protection of the EU / US Privacy Shield as the level of protection of the Union as being equivalent in substance.

Upon request, at the above address, we will provide copies of the EU standard contract and / or government approved privacy policy.

The transfer may also be provided if, in accordance with Art. 49 GDPR

- for the establishment, implementation and termination of the employment contract (eg due to legal reporting obligations) for the enforcement or defence of legal claims

is required or

- if you have given us your consent.

When will my data be deleted?

We store and process your personal data as long as this is required by contractual and legal obligations.

If your data is no longer required for the establishment, implementation and termination of the employment relationship, we will delete your data, unless the temporary storage and processing is still required to fulfill legal verification and retention periods.

There are different retention periods under German and English law that may be relevant.

These may result according to German law from the following regulations

- the Commercial Code (HGB) and the Tax Code (AO), storage period 2 to 10 years
- The Temporary Employment Act (AÜG), storage period up to 3 years
- the industrial safety regulation, storage for a reasonable time, at least until the next check
- The Working Time Act (ArbZG), storage period 2 years
- the Data Collection and Data Transfer Ordinance (DEUEV), storage period until the end of the calendar year following the last inspection, the inspections take place at least every 4 years
- The Income Tax Act (EStG), storage period 6 to 10 years
- The Youth Employment Protection Act (JArbSchG), storage period 2 years
- the social law 4th book (SGB IV), storage period from storage to the end of the calendar year following the last examination or from 4 years to 30 years
- the Social Code Book 7 (SGB VII), storage period 5 years
- the Maternity Protection Act (MuSchG), storage period 2 years
- accident prevention regulation "vehicles" - BGV D 29, storage period 1 year
- The operating regulations for aircraft (LuftBO), storage period 6 months
- the Second Implementing Regulation LuftBO, storage period 15 months
- the Posted Workers Act (AentG), storage period 2 years
- The Infection Protection Act (IfSG), storage period 3 years
- the law on the social insurance of independent artists and publicists (Künstlersozialversicherungsgesetz - KSVG), storage period 5 years
- The Law on the Improvement of Occupational Pensions (BetrAVG), storage period 6 years
- The Ordinance on the Protection against Damage by Ionizing Radiation (Radiation Protection Ordinance - StrlSchV), storage until the supervised person has completed or has reached the age of 75, but at least 30 years after termination of the respective employment or at most until 95 years after the birth of the person concerned
- the Civil Code (BGB), storage period after the regular limitation period of 3 years up to 30 years, if you make legal claims against us or we against you for legal defence, from the preservation of evidence and assertion of claims or defence

These may result according to English law from the following regulations

- Data Protection Act 1998, storage period up to 6 years after employment ceases, in some cases only as long as it is necessary for the lawful purposes for which such personal data was processed
- Limitation Act 1980, storage period up to 6 years after employment ceases, for the length of the contract or agreement and 6 years afterwards
- Taxes Management Act 1970, storage period 3 years or more
- Regulation 19 of the Money Laundering Regulations 2007, storage period 5 years
- Companies Act 2006, storage period 1 to 10 years or more
- VAT Act 1994 and HMRC Notice 700/72 (October 2013), storage period 6 or more years
- Finance Act 1998, storage period 6 years or more
- Regulation 97 of The Income Tax (PAYE) Regulations 2003/2682, storage period 3 years
- Finance Act 2003, up to 6 years
- Statutory Maternity Pay (General) Regulations 1986 (SI 1986/1960), storage period 6 or more years
- Immigration Restrictions on Employment Order 2007/3290, storage period 2 years or more
- Registered Pension Scheme (Provision of Information) Regulations 2006 (SI 2006/567), storage period 6 years or more
- Control of Substances Hazardous to health Regulations 2002, SI 2002/2677, storage period 5 to 40 years or more
- Regulation 22(1) Control of Asbestos Regulations 2012, SI 2012/632, storage period 40 years or more
- Working Time Regulations 1998 (SI 1998/1833), storage period 2 to 3 years or more (no specific maximum retention period, general rules apply)
- National Minimum Wage Act 1998, storage period 3 years or more (no specific maximum retention period, general rules apply)
- National Minimum Wage Act 1999, storage period 3 years or more (no specific maximum retention period, general rules apply)
- Regulation No 1272/2008/EC on classification, labeling and packaging of substances and mixtures, storage period 10 years or more
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013/1471, storage period 3 years to the maximum (general retention restrictions regarding personal data apply)
Insurance policies should be kept for as long as they are valid, and thereafter for a period sufficient to protect the company's legitimate interests in the event of any potential liability claim or litigation

Do you need to provide us with personal information?

For our cooperation you must provide us with the personal data we need for the establishment, implementation and termination of the employment relationship, for example, to be able to calculate your wages. In addition, you must provide us with the data required by law, eg to meet the requirements of the German Aviation Security Act (LuftSiG).

Without the provision of the statutory or contractually required data, we cannot hire you or continue to employ you if you already have an employment relationship.

Is there automated decision-making (profiling)?

Automated decision making or profiling does not take place.

If you are or will be our customer and / supplier ...

Where does personal data come from and what data can be relevant?

We process personal data that we receive from our customers or suppliers in different ways, eg via our website and social media channels, at trade fairs or events, via telephone, fax, email, sms, messenger and personal calls.

In addition, we process - as far as is necessary for the implementation of the customer / supplier relationship - personal data that we legitimately obtain from publicly available sources (eg press, internet) or which are allowed to be transmitted to us from other companies or from other third parties (eg authorities).

Relevant personal data is personal data (eg name, company, department, address, email address, telephone numbers and other contact details, birthday), authentication data (eg IP address, user name, password, customer / delivery number, customer account / vendor account), bank data (eg account number), documentation data (eg invoices, contracts, transaction numbers), payment data.

On what basis and for what purpose do we process your data?

We process personal data in accordance with the provisions of the EU General Data Protection Regulation (GDPR)

1. according to Art. 6 para. 1 b GDPR for the initiation and / or execution of contracts

We store and process data that you have made available to us as a customer and / or supplier for the purpose of initiating the contract and / or the execution of a contract in order to carry out and / or initiate our contracts. The purposes of data processing vary. They are based on the respective agreed service, eg

- to contact you and maintain contact
- to negotiate, conclude, fulfill and process service, work, employee leasing or other contracts
- for payment processing

2. pursuant to Art. 6 para. 1 f GDPR for the protection of legitimate interests

Unless your interests or fundamental rights and freedoms prevail, we process your data as far as is necessary for the protection of legitimate interests of us or third parties, eg

- to maintain the quality standard, to comply with and enforce relevant industry standards, to obtain and obtain certifications and to conduct audits (quality management)
- for risk management (eg audits)
- for credit checks of the respective company (eg Bürgel)
- to review and optimize internal processes and processes
- for satisfaction surveys, advertising or market research and canvassing so far as the use of the data was not contradicted
- to handle and defend legal claims or to defend against lawsuits
- for the further development of our services and products as well as for business management
- to ensure IT operation and IT security
- for the prevention and clarification of criminal offences.

We have taken sufficient account of your interests and fundamental freedoms, which we can do through the processing, eg the fulfillment of contracts and the security of your data.

3. pursuant to Art. 6 para. 1 e GDPR in the public interest or pursuant to Art. 6 para. 1 c GDPR for the fulfillment of a legal obligation

In addition, various legal requirements apply to us as a company. These include for example, commercial and tax-related retention requirements, retention obligations under the Temporary Employment Act, aviation law retention requirements, etc. The purpose of the processing results from the respective statutory provisions or the public interest. For example, accounting documents must be kept in accordance with § 257 HGB in order to prove that records are based on fact. According to § 7 para. 2 AÜG, business records must be kept in order to prove that the information given to the supervisory authorities is correct.

4. pursuant to Art. 6 para. 1 a GDPR, Art. 7 para. 3 GDPR within the scope of your consent

If you have given us consent to the processing of your data for one or more purposes, the processing is lawful. Consents granted before 25.05.2018 are still valid.

Any consent given may be revoked at any time with future effect by mail to the above address or by e-mail to dataprotectionrights@aviationpower.co.uk.

The revocation only applies in future and does not affect the legality of the data processed up to that point.

Who receives my personal data?

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Within the AviationPower Group, certain tasks are performed by several companies simultaneously or by AviationPower GmbH centrally for subsidiaries. The AviationPower Group consists of AviationPower GmbH and the subsidiaries AviationPower Technical Services GmbH, AviationStaffmanagement GmbH, AviationPower UK Ltd. Your personal information will therefore be passed on to the named companies or their employees.

In addition, your personal data may be passed on to third parties as part of our legal rights and obligations.

Other recipients of your data outside of our company may be:

- Other customers / suppliers
- Authorities
- Providers of further education and training
- Accountants / Auditors / Lawyers
- Disk and file disposal
- translation agencies
- Post and delivery service providers
- IT service providers
- appraisers, experts
- consultants
- Travel agencies, providers of transport services (eg Deutsch Bahn)
- Service providers in the context of order processing
- Business information service providers
- shareholders (published in the commercial register)

In addition, recipients may be the places for which you have given us your consent to the data transfer, eg for example, consent to the transfer of data to companies of the AviationPower Group, affiliates of our shareholders or third parties.

Will my data be transmitted to an international organization or a third country?

If we transfer personal data to third parties outside the European Economic Area (EEA), this takes place to the extent that, in accordance with [Art. 45 GDPR](#), this is a secure third country recognized by the EU Commission and has been confirmed to have an adequate level of data protection. Further information is available on the EU Commission website at https://ec.europa.eu/info/index_en.

Furthermore, a transmission is also possible according to [Art. 46 GDPR](#) if there are appropriate data protection guarantees. These may be EU standard contracts, governmentally approved internal data protection regulations ([Article 47 GDPR](#)) or EU / US Privacy Shield certifications. Existing EU / US Privacy Shield certifications can be viewed at <https://www.privacyshield.gov/list> . By Implementing Decision (EU) 2016/1250, available at <https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX%3A32016D1250> , the EU Commission has assessed the level of protection of the EU / US Privacy Shield as the level of protection of the Union as being equivalent in substance.

Upon request, at the above address, we will provide copies of the EU standard contract and / or government-approved privacy policy.

The transfer may also be provided if it is required, in accordance with [Art. 49 GDPR](#)

- for the fulfillment of the contract,
- for the enforcement or defense of legal claims

or

- if you have given us your consent.

When will my data be deleted?

We store and process your personal data as long as this is required by contractual and legal obligations.

If your data is no longer required for the initiation, execution, fulfillment and processing of the contractual relationship, we will delete your data, unless the temporary storage and processing is still required to fulfill legal verification and retention periods.

These may result according to German law from the following regulations

- the Commercial Code (HGB) and the Tax Code (AO), storage period 2 to 10 years
- The Temporary Employment Act (AÜG), storage period up to 3 years
- the Civil Code (BGB), storage period after the regular limitation period of 3 years up to 30 years, if you make legal claims against us or we against you for legal defence, from the preservation of evidence and assertion of claims or defence

Do you need to provide us with personal information?

For our cooperation you must give us the personal data that we provide for the initiation, execution, fulfillment and execution of the contract, for example, to send you an offer. You also need to provide us with the data required by law.

Without the provision of legal data or data required for the execution of the contract, we cannot process your inquiry or your request, make you an offer of work or conclude a contract with you.

Is there automated decision-making (profiling)?

Automated decision making or profiling does not take place.

Which data protection rights do I have?

With the basic data protection regulation coming into effect on 25.05.2018 you have the following rights in particular, as long as the conditions specified in the law are fulfilled

- Information according to [Art. 15 GDPR](#)
- Rectification according to [Art. 16 GDPR](#)
- Erasure according to [Art. 17 GDPR](#)
- Blocking / restriction of processing according to [Art. 18 GDPR](#)
- Objection under [Art. 21 GDPR](#) (further information at the end)
- Data portability according to [Art. 20 GDPR](#)
- Upon withdrawal with effect for the future, if consent has been given, according to [Art. 7 para. 3 GDPR](#)

In addition, you have the right to complain to the responsible supervisory authority under [Art. 57 para. 1 f\) GDPR](#).

Right of objection according to [Art. 21 GDPR](#)

If you have reasons that arise from your personal situation, you may at any time object to the processing of your personal data. This only applies to data processed in accordance with [Art. 6 para. 1 e\) or f\) GDPR](#) in the context of a balance of interests and for any profiling based on these provisions

If you object, we will only process the data because of compelling legitimate reasons that outweigh your interests, or because the processing is intended to assert, exercise or defend legal claims.

Should personal data be processed in individual cases for direct marketing , you have the right to object at any time to the processing of your data for direct marketing purposes. This would also apply to profiling when it is in connection to direct marketing.

You can send notice of your objection form-free to our address above or by email to dataprotectionrights@aviationpower.co.uk.