

## Data management of FÉMALK Co

### Introduction

FÉMALK Co (hereinafter the Data Controller) is an automotive company operating in Budapest (Csepel plant), Pest county (Dunavarsány plant) and Borsod-Abaúj-Zemplén county (Erdőhorváti plant). The main activity of the Data Controller is the production of aluminium die casting primarily for the automotive industry as well as the surface treatment, machining and various assembly operations of these products.

### General data management information

The Data Controller operates a website on which the data displayed is in accordance with the provisions of Regulation (EU) 2016/679 of the European Parliament and of the Council (Apr 27, 2016) (GDPR) on the protection of natural persons with regard to the processing of personal data and the free flow of such data and adheres to the basic principles established by the GDPR, which ensure fair and legal data management for those concerned. The data subjects can learn about the data management on the Data Controller's website, its exact content and their options for exercising their rights from this Information leaflet.

The data management related to the website has been included in a spreadsheet by the Data Controller for easier transparency and comprehensibility.

### Scope of this information

Personal scope: The personal scope of this Information leaflet covers all persons whose personal data is processed by the Data Controller, those who fill out a form on the website, enter personal data and upload a resume.

Scope in time: This information leaflet is valid indefinitely from 1<sup>st</sup> April 2024.

Material scope: The material scope of this Information leaflet covers all data that the Data Controller manages in some form based on the consent of the data subject.

### Data security

We operate our information security system in accordance with TISAX requirements and strive to implement technical and organizational measures that protect data from destruction, data loss, damage, disclosure or unauthorized access.

With these measures we can reduce the probability and severity of constantly arising risks which provide adequate protection for the protection of the data of FÉMALK Co's employees, job applicants and customers.

### Website provider, data processor

Service provider	Aero Marketing Hungary Kft.
Headquarters	1075 Budapest, Asbóth street 14. 2/5.
Legal basis for data management	Contract-based data management
Purpose of data management	Website operation, support of marketing processes
Those affected by it	Customers with contractual relationship with the Company
Data	Information provided through the website and analytical data linked to website visits
Method of data management	Electronically
Duration of data management	Existence of a contract
Does automated decision-making and profiling take place in connection with data management?	No
Affected rights, enforcement of rights	<ul style="list-style-type: none"> <li>- Information, deletion, correction, blocking, blotting out, protest,</li> <li>- You can exercise your rights at the contact details of the Data Controller, as well as contact the National Data Protection and Freedom of Information Authority (short name in Hungarian: NAIH)</li> </ul>

Our Company uses a data processor to maintain and manage its website, who provides IT services (**storage and server services**).

Service provider	Hetzner Online GmbH
Headquarters	91710 Gunzenhausen Germany, Industriestr. 25
Legal basis for data management	Contract-based data management
Purpose of data management	Hosting maintenance, server service
Those affected by it	Customers with a contractual relationship with the Company
Data	Information provided through the website
Method of data management	Electronically
Duration of data management	Existence of contract
Does automated decision-making and profiling take place in connection with data management?	No
Affected rights, enforcement of rights	<ul style="list-style-type: none"> <li>- information, deletion, correction, blocking, blotting out, protest,</li> <li>- you can exercise your rights at the contact details of the data controller, as well as contact the National Data Protection and Freedom of Information Authority (short name in Hungarian: NAIH)</li> </ul>

There are various privacy risks associated with using the Internet.

We would like to draw your attention to the fact that the data sent via the Career/Current job offers/apprenticeship, professional work, intellectual position/job advertisements/application process, uploaded CV on the website are personal data which appear on the Data Controller's own internal administrator interface and the data will be accessible by our HR staff.

We recommend that you use PET technology (Privacy Enhancement Technology) to protect your personal data. You can find relevant information about this on many websites.

### The exact content of data management on the website

<b>Website address</b>	www.femalk.hu
<b>Website operator</b>	Aero Marketing Hungary Kft.
<b>Purpose of website operation</b>	<p>The visitor can learn about the Data Controller's activities, company history and open job opportunities.</p> <p>The purpose of the Data Controller is to build the widest possible range of customers and partnerships, to make its activities known as widely as possible and to recruit.</p> <p>The Data Controller informs the visitors that the main activity of FÉMALK Co is aluminium die casting, machining, assembly, and other activities such as are innovation and pre-development, product development, tool design, tool production, testing. Our Company has been a remarkable player of the automotive industry for almost thirty years.</p>
<b>Website menu items</b>	<ul style="list-style-type: none"> <li>- About us</li> <li>- Activity</li> <li>- Carrier</li> <li>- Photos</li> <li>- Documents</li> <li>- Contact</li> <li>- Our locations (plants)</li> <li>- General terms &amp; conditions</li> <li>- Corporate social responsibility</li> <li>- Social interfaces</li> </ul>
<b>Website sub-menu items</b>	<p><u>About us:</u></p> <ul style="list-style-type: none"> <li>- About us: general presentation of data controller</li> <li>- Our management: pictures and names of our managers</li> <li>- Certificates: automotive industry standards</li> <li>- Corporate social responsibility: supported organizations</li> <li>- Environmental policy: environmental management system based on ISO 14001:2015 standard</li> <li>- Occupational health and safety policy: compliance with work and fire protection standards</li> </ul> <p><u>Activity:</u></p> <ul style="list-style-type: none"> <li>- Main activity</li> </ul>

	<ul style="list-style-type: none"> <li>- Other activities</li> </ul> <p><u>Carrier:</u></p> <ul style="list-style-type: none"> <li>- Current job offers: professional work, trained work, presentation of intellectual positions</li> <li>- Why it is worth applying to FÉMALK Co, contact details to our HR department (email addresses/phone numbers).</li> </ul> <p><u>Photos:</u></p> <ul style="list-style-type: none"> <li>- Aluminium die casting,</li> <li>- Product development,</li> <li>- Testing,</li> <li>- Mold design,</li> <li>- Mold production,</li> <li>- Innovation and pre-development,</li> <li>- Machining,</li> <li>- Videos</li> </ul> <p><u>Documents:</u></p> <ul style="list-style-type: none"> <li>- Monitoring information,</li> <li>- General terms &amp; conditions,</li> <li>- Privacy Policy,</li> <li>- Quality Policy,</li> <li>- Environmental Policy,</li> <li>- Reports,</li> <li>- Logistics regulations, fees,</li> <li>- Information security policy,</li> <li>- Energy management policy</li> </ul> <p><u>Contact:</u></p> <ul style="list-style-type: none"> <li>- Contact details: contact details of our plants and our HR department</li> <li>- Plants: Contact details of our locations</li> </ul> <p><u>Social interfaces:</u></p> <ul style="list-style-type: none"> <li>- Facebook: by clicking on the icon, the Data Manager's Facebook page will be opened directly</li> <li>- Linkedin: by clicking on the icon, the Linkedin page of the Data Manager will be opened directly</li> </ul>
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<b>Data controller</b>	FÉMALK Co
<b>Headquarters</b>	1211 Budapest, Öntöde street 2-12
<b>Website</b>	www.femalk.hu
<b>Tax number</b>	12963409-2-44
<b>Company registration number</b>	01-10-044879
<b>Official representative of the company</b>	Karlheinz Braisch - CEO

<b>Legal basis for data management</b>	GDPR Article 6, paragraph (1) point a), consent of data subject
<b>Scope of processed personal data</b>	Data voluntarily provided by the visitor
<b>Source of data</b>	Directly from the website visitor
<b>Purpose of processing personal data</b>	Website operation, contact with applicants and partners
<b>Those affected by data management</b>	Those who visit the website voluntarily
<b>Recipients of personal data</b>	Only specific employees of the Data Controller and designated colleagues of the data processor(s) may have access to the recorded data.
<b>Method of data management</b>	Digital
<b>Duration of storage of personal data</b>	<ul style="list-style-type: none"> <li>- Session IDs are automatically deleted upon leaving the website</li> <li>- The storage time of analytical and marketing cookies is longer, they are stored until the deletion of the website, the deletion request of the data subject or the deletion of the operator</li> <li>- Messages sent to email addresses are handled based on the content of the message and the purpose of contact, the messages are deleted by the operator within 1 year after the goal has been reached or earlier at the request of the person concerned</li> <li>- Calls to telephone contacts are not recorded, the phone numbers in the memory are continuously overwritten after contact is made, or deleted within 1 month, unless a business relationship is established between the caller and the Data Controller</li> </ul>
<b>Does automated decision-making and profiling take place in connection with data management?</b>	No
<b>Is data transmitted to third parties?</b>	No
<b>Rights of those affected</b>	Information, deletion, correction, blocking, blotting out, protest
<b>Exercise of law</b>	Data controller, NAIH (National Data Protection and Information Freedom Authority, <a href="http://www.naih.hu">www.naih.hu</a> )
<b>Contact details of supervisory body</b>	E-mail address: <a href="mailto:ugyfelszolgalat@naih.hu">ugyfelszolgalat@naih.hu</a> , Website: <a href="http://www.naih.hu">www.naih.hu</a> Phone numbers: +36/1 391-1400, +36/30 683-5969, +36/30 549-6838 Postal address: 1363 Budapest, Pf. 9.
<b>Data Protection Commissioner</b>	No data protection commissioner has been appointed in connection with the management of the website.

### Other data management of the website

<b>Registration, data collection</b>	It is not possible to register or sign up on the website, the Company does not collect or manage data in this form through the website.
<b>Newsletter service</b>	There is no newsletter service on the website.
<b>Message sending</b>	The visitor cannot send a direct message to the Data Controller in a separate message tab, only to the specified email addresses. In addition, it is possible to enter personal data on the registration form and to upload a CV when applying for the job advertisement.
<b>Direct marketing</b>	The Data Controller does not engage in direct marketing activities.  If cookies for marketing purposes are still used in the future, the Data Controller confirms that if the website visitor has not consented to the placing of marketing cookies in their browser, this will be proactively prevented by the advertising systems, i.e. in case of non-consent, no remarketing advertisements will be run for the visitor.
<b>Database</b>	The Company maintains a database of applicants.
<b>Facebook access</b>	By clicking on the “f” icon at the bottom of the website, the visitor can navigate directly to <a href="https://www.facebook.com">https://www.facebook.com</a> .
<b>Linkedin access</b>	By clicking on the “in” icon at the bottom of the website, the visitor can navigate directly to <a href="https://www.linkedin.com">https://www.linkedin.com</a> .
<b>Use of cookies (anonymous visitor ID)</b>	<p>The Company uses cookies, small text files, which the visitor’s browser stores on their device when they visit our websites. Session cookies are automatically deleted when the browser session ends. Other cookies remain stored until you delete them or until your browser deletes them automatically. These cookies allow our server to recognize your browser the next time you visit.</p> <p>You can turn off cookies in your browser settings or set them so that cookies are automatically deleted when you close your browser.</p> <p>We store technically necessary cookies for the provision of our websites on the basis of our legitimate interest in the technically error-free and optimized provision of our websites (GDPR Article 6 (1) point f)).</p> <p>In addition to all this, based on the consent of the person concerned, the website also uses analytical and marketing cookies as well as Google Analytics cookies, which measure the page views and activities of users (clicks, scrolls, downloads, form filling, time spent on the page, landing page). (GDPR Article 6 (1) point a))</p>