

Information on data protection for all employees of the STRABAG Group companies regarding the use of photographic, video and/or audio recordings – employee information

I. General information

The controller as defined by Article 4 para. 7 GDPR is the respective group company of the STRABAG Group (hereinafter referred to as STRABAG) which is responsible for the recordings and determines the purposes and means of these recordings and of your personal data. The name and contact address of the respective group company responsible can usually be found in the declaration of consent submitted by you, on the invitation to the particular event or on the information sign regarding video and recordings at the particular event.

II. Name and address of the data protection officer

For questions regarding the processing of your personal data by us or on the subject of data protection in general, please contact our data protection officers and/or data protection coordinators (data-protection-group@strabag.com). You can also contact Group Data Protection at data-protection-group@strabag.com at any time.

III. Processing of your personal data

Personal data means any information relating to an identified or identifiable natural person.

We process photographic, video and/or audio material by means of photo, video and/or sound technology in which you are identifiable and, depending on the camera used, we also collect metadata such as the place and time that the image was taken. The location is also often stored. We may also process other personal data that you have provided to us for this purpose, such as your first and last name.

IV. Scope and purpose of data processing

We process your personal data to make the data available within our organisation and/or to third parties for the scope and purposes set out below.

1. Publication on the intranet

STRABAG publishes personal data within the context of internal reporting and for the presentation of the event for the purpose of employee information on the STRANET intranet site and in the employee app.

2. Publication in business documents and print media

STRABAG publishes personal data in business documents and print media for the purpose of employee information and within the context of marketing and public relations work, e.g. for the purpose of informing business partners / media representatives or to acquire new business contacts and new employees (e.g. annual and interim reports, presentations, printed materials (e.g. folding screens and roll-ups), brochures, leaflets, trade journals, construction signs, advertising and training materials, etc.).

3. Publication online and disclosure to external media

STRABAG publishes personal data on its website and, where appropriate, on the websites of affiliated group companies of STRABAG SE as well as on social media channels within the context of marketing and public relations work, e.g. for the purpose of informing business partners / media representatives or to acquire new business contacts and new employees (e.g. Xing, LinkedIn, Facebook, YouTube, Glassdoor, Kununu, watchado) and passes the data on to external media (e.g. press, radio, television, online media).

4. Provision to affiliated group companies of STRABAG SE

STRABAG makes personal data available to affiliated group companies of STRABAG SE for publication in the aforementioned scope within the context of internal reporting for the purpose of employee information and within the context of marketing and public relations work, e.g., for the purpose of informing business partners / media representatives or to acquire new business contacts and new employees.

V. Legal basis

Insofar as you represent STRABAG in public in accordance with your contractually agreed tasks, e.g., as a press spokesperson, the processing of your personal data is carried out on the basis of Article 6 para. 1 sentence b) GDPR for contract fulfilment.

Insofar as you represent STRABAG in public in accordance with your role, e.g. as a manager or leadership employee, or STRABAG makes photographic, video and/or audio recordings of informational events or events for company presentations, such as trade fairs; construction site, topping-out and inauguration ceremonies; site tours; open days; training courses; workshops; or festive, sports and cultural events in which the event is the main focus, the processing of personal data is carried out on the basis of Article 6 para.1 sentence f) GDPR if this is necessary for the purposes of our legitimate interests or of a third party and we consider that our interests are not overridden by your interests or fundamental rights and freedoms in the processing of the personal data.

Insofar as STRABAG makes portraits or photographic, video and/or audio recordings of individual persons or of you in the course of your professional activity, the processing of the personal data is based on a declaration of consent given by you in accordance with Article 6 para.1 sentence a) GDPR. You can revoke your consent at any time with future effect.

VI. Third-party collection

We primarily process photographic, video and/or audio recordings that we obtain directly from you. In some cases, we may also obtain such recordings from affiliated group companies or independent photographers.

VII. Recipient of the data

1. Authorised access within our company

Within STRABAG, access to the personal data for the purpose of using the individual images is only granted to those persons who absolutely require such access in order to fulfil their role and tasks. These include but are not limited to persons from the press and public relations department.

The legal basis for data processing is Article 6 para.1 sentence a) GDPR, Article 6 para. 1 sentence b) GDPR or Article 6 para. 1 sentence f) GDPR.

2. Transfer to external recipient

We also share personal data with the following external recipients:

- Affiliated group companies of STRABAG SE and their employees.
- Processors: Service providers we use to provide services or who are entrusted with the provision of our IT systems.
- Providers and users of social media channels (e.g., Xing, LinkedIn, Facebook, YouTube, Glassdoor, Kununu, watchado) and external media (e.g., press, radio, television, online media).

The legal basis for data processing is Article 6 para. 1 sentence a) GDPR, Article 6 para. 1 sentence b) GDPR or Article 6 para. 1 sentence f) GDPR.

VIII. Erasure of data

We only store your data for as long as it is required to fulfil the purpose for which it was collected and there is no other legal basis for continued processing, including but not limited to legal or contractual retention periods.

IX. Rights of the data subject

To exercise your rights and to lodge a complaint related to the processing of your personal data, please contact our data protection officers and/or data protection coordinators (data-protection-group@strabag.com). You can also contact Group Data Protection at data-protection-group@strabag.com at any time.

Every natural person (data subject) has the following rights:

- Right of access (Article 15 GDPR)
- Right to rectification of inaccurate personal data (Article 16 GDPR)
- Right to erasure (Article 17 GDPR)
- Right to restriction of processing of personal data (Article 18 GDPR)
- Right to data portability (Article 20 GDPR)
- Right to lodge a complaint with a supervisory authority (Article 77 GDPR)

You may object to the processing of your personal data for direct marketing purposes without stating reasons, at any time. This also applies to profiling insofar as it is associated with such direct marketing.

You also have the right to object at any time, on grounds relating to your particular situation to the processing of your personal data collected on the basis of Article 6 para. 1 sentence f) GDPR. In this case, the objection must be substantiated, and we will no longer process your data unless our interests in the processing prevail.

If data processing is based on consent, you may revoke your consent at any time with effect for the future. The revocation of consent shall not affect the lawfulness of the processing carried out on the basis of the consent prior to revocation.

X. Version / Updates

We constantly adapt the data protection information to changing functionalities and changed legal situations. We therefore recommend that you take note of the data protection notice at regular intervals. If consent is required, the changes will only be made with your consent.

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