

**Privacy Notice for United States prospective and current employees related to digital onboarding via “SlickText”**

We would like to inform you of the following about the processing of personal data in connection with the use of "SlickText".

**Purpose of the processing**

SlickText is an application Kuehne + Nagel uses to quickly notify or gather information from our employees via SMS on their personal or work phones. At the moment, Kuehne + Nagel’s use of SlickText is narrowly aimed towards applicants going through the onboarding process. By applying or responding to a career opportunity at Kuehne + Nagel, or by accepting an employment offer, you are opting in and providing consent to allow applications such as SlickText to use your personal data for employment related purposes.

This application allows Kuehne + Nagel to keep you updated on the onboarding process, schedule interviews or other meetings, and provide immediate notification of any important information you may need. SlickText was acquired as a service for those employees currently without a Kuehne + Nagel email address and uses the personal phone numbers provided by the prospective employees during the application process. For existing employees, the phone number initially entered into our Kuehne + Nagel HRIS system will be used. If there is no personal or work related number in the system, the prospective or current employee will be asked to send a text message to SlickText to begin the process.

**Controller**

The controller directly related to the performance of onboarding via SlickText is Kuehne + Nagel Inc., at 10 Exchange Place, 20<sup>th</sup> Floor, Jersey City, New Jersey 07302 USA.

**Note:** If you access the website of "SlickText" directly in any way, the provider "SlickText" is responsible for the data processing. The data protection information of "SlickText" can be found at: <https://www.slicktext.com/privacypolicy.php>.

**What data is processed?**

When using SlickText, different types of data are processed. The scope of the data also depends on the data you enter before or during participation.

The following personal data may be processed:

**User details:** first name and last name, telephone number, e-mail address (optional), Department (optional).

**Text data:** The text entries you make when sending information via phone through SlickText are processed in order to display and, if necessary, log your information so that you can receive the relevant updates from Kuehne + Nagel.

## **Scope of processing**

The personal data provided to SlickText will be used for employment purposes only. If your employment ends at Kuehne + Nagel, you can opt out of this process and your data will be deleted as soon as it is legally permissible. If your information changes and you wish to edit or update your phone number or other similar information, please submit various types of formal requests through the system [here](#).

## **Legal basis of the data processing**

If personal data of Kuehne + Nagel employees is processed, Art. 6 para. 1 lit. b) GDPR is the legal basis for data processing, as long as the onboarding is performed within the scope of a contractual relationship.

In other respects, the legal basis for data processing when onboarding or current employees is Art. 6 para. 1 lit. f) GDPR. In these cases, our legitimate interest is to ensure that onboarding employees is performed effectively.

If no contractual relationship exists, the legal basis is Art. 6 para. 1 lit. f) GDPR. Here too, our legitimate interest is to ensure that onboarding of employees is performed effectively.

## **Data protection officer**

We have appointed a data protection officer.

You can contact our team as follows: [privacy@kuehne-nagel.com](mailto:privacy@kuehne-nagel.com)

## **Your rights as data subject**

If you are curious about your data privacy rights and how Kuehne + Nagel uses your personal information during the application and onboarding process, please visit our [Privacy Policy Center](#) to see which policy may apply to you. If you are curious about your data privacy rights and how Kuehne + Nagel uses your personal information during the course of your employment, please visit the Workforce Privacy Notice to learn more.

## **Deletion of data**

We delete personal data on principle when there is no need for further storage. A purpose can exist in if the data is still needed to fulfil contractual services, to check and grant or ward off warranty and, if applicable, guarantee claims. In the case of legal storage obligations, deletion is only possible after the expiry of the respective storage obligation.

## **Right to lodge a complaint with a supervisory authority**

You have the right to complain to a supervisory authority for data protection.

**Modification of this privacy policy**

We review this privacy policy in the event of changes in data processing or other circumstances that make this necessary. You will always find the current version on this website.

If you have any issues or concerns about the use of SlickText or data protection at Kuehne + Nagel in general, please reach out to Stephen Alfano NYC ZJ-D with the below contact information.

Stephen Alfano

Corporate Counsel/Regional DPO

Kuehne + Nagel Inc.

10 Exchange Place, 20th Floor

Jersey City, NJ 07302, USA

[Stephen.Alfano@kuehne-nagel.com](mailto:Stephen.Alfano@kuehne-nagel.com)

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