

PRIVACY INFORMATION FOR APPLICANTS

(Data protection information about our processing of applicant data
according to Art. 13, 14 and 21 of the General Data Protection Regulation (GDPR))

brandgroup
Völlinghauser Str. 44
59609 Anröchte

Dear applicant,

Thank you for your interest in our company. In accordance with the requirements of Articles 13, 14 and 21 of the General Data Protection Regulation (GDPR), we hereby inform you about the processing of personal data provided by you as part of the application process and, if applicable, collected by us, and your rights in this regard. To ensure that you are fully informed about the processing of your personal data as part of the application process, please take note of the following information.

1. RESPONSIBLE BODY IN THE SENSE OF DATA PROTECTION LAW

Brand KG
Völlinghauser Str. 44
59609 Anröchte
Phone: +49 (0) 2947 889-0
E-Mail: kontakt@brand-group.com
Web: www.brand-group.com

2. CONTACT DETAILS OF OUR DATA PROTECTION OFFICER

Steffen Meier
Datenmeier GmbH & Co. KG
Geistwall 12 & 14
32312 Lübbecke
E-Mail: steffen@datenmeier.de
Web: datenmeier.de

3. PURPOSE AND LEGAL BASIS OF THE PROCESSING

We process your personal data in accordance with the provisions of the European General Data Protection Regulation (GDPR) and the German Federal Data Protection Act (BDSG), insofar as this is necessary for the decision on the establishment of an employment relationship with us. The legal basis for this is Art. 88 GDPR in conjunction with Section 26 BDSG

for purposes of the employment relationship if this is necessary for the decision on the establishment of an employment relationship.

Furthermore, we may process your personal data if this is necessary for the fulfillment of legal obligations (Art. 6 Para. 1 lit. c GDPR) or for the defense or assertion of legal claims. The legal basis for this is Art. 6 Para. 1 lit. f GDPR. The legitimate interest is, for example, a duty of proof in proceedings under the General Equal Treatment Act (AGG).

If you give us express consent to process personal data for specific purposes, the lawfulness of this processing is based on your consent pursuant to Art. 6 Para. 1 a DSGVO. Consent given can be revoked at any time with effect for the future (see section 9 of this data protection information).

If an employment relationship arises between you and us, we may, in accordance with Art. 88 GDPR in conjunction with Section 26 BDSG, further process the personal data already received from you for the purposes of the employment relationship, insofar as this is necessary for the implementation or termination of the employment relationship or for the exercise or fulfillment of the rights and obligations of the employee representation resulting from a law or a collective bargaining agreement, a works agreement or a service agreement (collective agreement).

4. CATEGORIES OF PERSONAL DATA

We only process data that is related to your application. This may include general personal data (name, address, contact details, etc.), information on your professional qualifications and school education, information on further professional training and, if applicable, other data that you provide to us in connection with your application.

5. SOURCES OF THE DATA

We process personal data that we have received from you by post or e-mail in the context of contacting you or your application.

6. RECEIVER OF THE DATA

We pass on your personal data within our company exclusively to the areas and persons who need this data to fulfill contractual and legal obligations or to implement our legitimate interests.

Otherwise, data will only be passed on to recipients outside the company if this is permitted or required by law, if the transfer is necessary to fulfill legal obligations, or if we have your consent.

7. TRANSMISSION TO A THIRD COUNTRY

A transfer to a third country is not intended.

8. DURATION OF DATA STORAGE

We store your personal data as long as this is necessary for the decision on your application. Your personal data or application documents will be deleted no later than six months after the end of the application process (e.g. notification of the rejection decision) unless longer storage is required or permitted by law. We store your personal data beyond this only insofar as this is required by law or in the specific case for the assertion, exercise or defense of legal claims for the duration of a legal dispute.

If you have consented to a longer storage of your personal data, we store it in accordance with your declaration of con-

sent.

If an employment, training or internship relationship is established following the application process, your data will initially continue to be stored to the extent necessary and permissible and then transferred to the personnel file.

If applicable, you will receive an invitation to join our talent pool following the application process. This will allow us to continue to consider you in our selection of applicants for suitable vacancies in the future. If we have your consent to do so, we will store your application data in our talent pool in accordance with your consent or, if applicable, future consents.

9. YOUR RIGHTS

Every data subject has the right to information under Art. 15 GDPR, the right to rectification under Art. 16 GDPR, the right to erasure under Art. 17 GDPR, the right to restriction of processing under Art. 18 GDPR, the right to notification under Art. 19 GDPR and the right to data portability under Art. 20 GDPR.

In addition, you have the right to lodge a complaint with a data protection supervisory authority pursuant to Art. 77 GDPR if you are of the opinion that the processing of your personal data is not carried out lawfully. The right of appeal exists without prejudice to any other administrative or judicial remedy.

If the processing of data is based on your consent, you are entitled to revoke your consent to the use of your personal data at any time in accordance with Art. 7 GDPR. Please note that the revocation is only effective for the future. Processing that took place before the revocation is not affected. Please also note that we may retain certain data for a certain period in order to comply with legal requirements. for a certain period in order to comply with legal requirements (see section 8 of this data protection information).

Right of objection:

Insofar as the processing of your personal data is carried out for the protection of legitimate interests pursuant to Art. 6 Para.1 lit. f GDPR, you have the right pursuant to Art. 21 GDPR to object to the processing of this data at any time for reasons arising from your particular situation. We will then no longer process this personal data unless we can demonstrate compelling legitimate grounds for the processing. These must override your interests, rights and freedoms, or the processing must serve the assertion, exercise or defense of legal claims.

To protect your rights, you can contact us using the contact details provided in section 1 above.

10. NECESSITY OF THE PROVISION OF PERSONAL DATA

The provision of your personal data as part of the application process is voluntary. However, we can only make a decision on the establishment of an employment relationship or establish an employment relationship with you if you provide such personal data that is required for the application process.

11. AUTOMATED DECISION MAKING

The decision about your application is not based exclusively on automated processing. Thus, no automated decision in individual cases within the meaning of Art. 22 GDPR takes place.