

SEMDATEX GmbH

Privacy information for applicants

Data protection information about our processing of applicant data in accordance with Art. 13, 14 and 21 of the General Data Protection Regulation (DSGVO)

Dear applicant, thank you for your interest in our company. In accordance with the requirements of Articles 13, 14 and 21 of the Data Protection Regulation (DSGVO), 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. Name and address of the responsible person

The controller within the meaning of the General Data Protection Regulation (GDPR) and other national data protection laws of the member states as well as other data protection regulations is the:

SEMDATEX GmbH

Represented by the Managing Directors Henrik Schmidt, Dr. Volker Gerhard Leonhardt

Albert-Einstein-Strasse 14, 12489 Berlin

Email: info@semdatex.com

Hereinafter referred to as "we".

2. Contact details of our data protection officer

Ralph Holste

Email: datenschutz@semdatex.com Phone:

030/12084399

3. Purposes and legal bases of processing

We process your personal data in accordance with the provisions of the European General Data Protection Regulation (EU-DSGVO) 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

DSGVO in conjunction with. § 26 BDSG-neu and, if applicable, Art. 6 para. 1 lit. b DSGVO for the initiation or implementation of contractual relationships.

Furthermore, we may process your personal data if this is necessary for the fulfillment of legal obligations (Art. 6 para. 1 lit. c DSGVO) or for the defense of asserted legal claims against us. The legal basis for this is Art. 6 para.1lit.f DSGVO. 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 according to Art. 6 para.1 lit. 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 DSGVO in conjunction with. § 26 BDSG-neu, we may 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 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. Data sources

We process personal data that we receive from you by mail or email in the course of contacting you or your application.

6. Recipient of the data

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

Your personal data is processed on our behalf on the basis of order processing contracts pursuant to Art. 28 DSGVO. In these cases, we ensure that the processing of personal data is carried out in accordance with the provisions of the GDPR. The categories of recipients in this case are

Internet service providers, providers of CRM systems and employees of SEMDATEX GmbH.

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. Transfer 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 a maximum of two months after the end of the application process (e.g. the announcement of the rejection decision), unless longer storage is legally required or permitted. 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.

In the event that you have consented to a longer storage of your personal data, we will store it in accordance with your declaration of consent.

If an employment relationship, apprenticeship or trainee relationship is established following the application process, your data will initially continue to be stored insofar as this is necessary and permissible and will then be transferred to the personnel file.

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 DSGVO if you are of the opinion that the processing of your personal data is not lawful. The right of appeal is 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 DSGVO. Please note that the revocation is only valid for the future.

shall take effect. Processing that took place before the revocation is not affected. Please also note that we may need to retain certain data for a certain period of time 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 (1) (f) DSGVO, you have the right pursuant to Art. 21 DSGVO 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, please feel free to contact us.

10. Necessity of the provision of personal data

The provision of personal data in the context of application processes is neither legally nor contractually required. You are therefore not obliged to provide information about your personal data. Please note, however, that these are required for the decision on an application or the conclusion of a contract relating to an employment relationship with us. If you do not provide us with any personal data, we will not be able to make a decision regarding the establishment of an employment relationship. We recommend that you only provide personal data in your application that is required to complete the application.