

Data Protection Information for Applicants

On the following pages you will find information about how we process personal data in the context of applications. You will also receive information about your rights based on the EU General Data Protection Regulation (GDPR). This information applies generally to all applicants. Depending on your selected channel of communication, some of the sections below may not apply to you.

Who is responsible for data processing?

BADER GmbH & Co. KG
 Metzgerstrasse 32 - 34
 73033 Göppingen
 Tel.: 07161 – 6728 411
 Email: personal@bader-leather.com

Who is the contact person for questions about data protection?

You can contact our company's (external) data protection officer at:

HUBIT Datenschutz GmbH & Co. KG
 Bergiusstr. 4
 28816 Stuhr
 Tel.: 0421-36490577
 Email: info@hubit.de

Which data sources do we use?

We process personal data which we have received from applicants.

Publicly available information (such as the Internet and social media platforms) if and to the extent they concern professional information.

We will only collect or process personal data from other sources with your consent.

Which data is processed?

Generally, we process:

- Forenames, surname
- Contact details (address, telephone number and email address, etc.)
- Application documents (such as references, references, covering letters, CV or resume)
- Professional information from publicly available sources (eg. the Internet)

For what purpose do we process the data?

We process the aforementioned personal data in so far as is necessary for the purpose of selecting candidates and making decisions on establishing an employment relationship.

We comply with the statutory provisions, in particular the GDPR and the German Federal Data Protection Act (BDSG), in the process. The processing is based on the following lawful basis:

- Purpose of employment relationship
Section 26 (1) of the BDSG

Additional lawful bases are:

- Initiation and performance of contracts
Article 6 (1) b of the GDPR

The processing of personal data is carried out in order to initiate or perform a contract (verbal or written) which you wish to conclude or have concluded with us.

- Legitimate interest of the controller
Article 6 (1) f of the GDPR

A legitimate interest exists, for example, if the data is processed in order to protect against potential legal claims in connection with the application procedure.

- Consent by the data subject
Article 6 (1) a of the GDPR

If we cannot offer you a job at the moment but might be able to do so in future, you may give us your consent to allow us to process your data for longer than the timeframe given below.

If an employment contract is concluded between you and us, we will continue to process the data we have already received to execute it in accordance with Section 26 (1) of the BDSG and Article 6 (1) b of the GDPR.

Who is my data passed on to?

Within our company/group, the people who have access to your data are directly involved in the recruitment procedure.

Data is passed on within the scope of the statutory provisions, in particular the GDPR and the BDSG.

- No data is passed on.

- We use the recruitment portals of third party providers, through which you can apply for jobs.

If you have given us your consent to pass data on, it may also be passed on to such offices.

Is data transmitted to a third country?

Yes, data processing also takes place in a third country (outside of the EU and EEA). In this case, the companies or institutions involved are placed under obligation to comply with data protection in line with the European rules by means of standard EU contractual clauses. Data processing is also possible outside of the EU, but only at BADER Group sites, in particular if it concerns recruitment procedures or processing foreign assignments.

How long will my data be stored for?

Your data will be processed or stored by us for as long as is necessary to reach a decision concerning your application and the filling of a vacancy. The application documents of rejected applicants are normally deleted three months after communicating the decision concerning the filling of a vacancy. If and to the extent the processing of data is necessary for a longer time to protect against potential claims, the data will only be deleted after the end of such a dispute.

The data will not be deleted if you have given us your consent to longer data storage with a view to a vacancy at a later date.

What (data protection) rights do I have?

The data subject – i.e. the person whose data is being processed – has the right to:

- information in accordance with Article 15 of the GDPR
- rectification of inaccurate data in accordance with Article 16 of the GDPR
- erasure in accordance with Article 17 of the GDPR
- restriction of processing in accordance with Article 18 of the GDPR
- data portability in accordance with Article 20 of the GDPR
- object in accordance with Article 21 of the GDPR
- withdraw consent in accordance with Article 7 of the GDPR
- lodge a complaint with a supervisory authority in accordance with Article 77 of the GDPR

If you have given us consent for longer term data processing, you can withdraw this at any time. The withdrawal only applies to future data processing and cannot be applied to data processing that has already been carried out. In this case, we will not be able to give further consideration to your application when filling vacancies.

You may lodge an objection to the processing of data which is based on a legitimate interest as its the lawful basis. In this case, further processing of this data will no longer be possible unless there are compelling legitimate grounds on the part of the controller for the processing or the processing serves the purpose of asserting, executing or defending legal claims.

If you wish to exercise your rights, please contact us directly or our contact person for data privacy matters (see above).

What obligations do I have?

You are not obliged to provide us with your personal data. However, your application cannot be processed without such data and an employment relationship cannot be established.

Is any automated decision making carried out?

No, there is no automated decision making.

Do you carry out profiling?

No, we do not create any applicant profiles.

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