



## Data privacy information for applicants according to Art. 13 & Art. 14 EU General Data Privacy Regulation

We appreciate your interest in our company and would like you to feel secure about the protection of your personal data when applying.

The protection of personal data is a serious matter for us. Therefore, compliance with the provisions of the EU General Data Protection Regulation and other relevant data protection laws is a matter of course for us. We want you to know when we process which data and how we use it. We have taken technical and organisational measures to ensure that the regulations on data protection are observed both by us and by external service providers.

### 1. Who is responsible for data processing and who is your contact?

Responsible is:

**WEBER GmbH**  
Wailandtstr. 6  
63741 Aschaffenburg  
Phone: +49 (0)6021 3588-0  
E-mail: [service@webergmbh.de](mailto:service@webergmbh.de)

Data Protection Officer:

Tino Friedl  
**WEBER GmbH**  
Wailandtstr. 6  
63741 Aschaffenburg  
Phone: +49 (0)6021 3588-123  
E-mail: [datenschutzbeauftragter@webergmbh.de](mailto:datenschutzbeauftragter@webergmbh.de)

### 2. Which personal data do we collect?

Send your applications to our job advertisements or also speculative applications via our applicant contact form. We process the following personal data in particular as part of the application process:

- Master data (first name, surname, if applicable title, date of birth, place of birth, education, professional career etc.)
- Contact details, e.g. address, email, telephone numbers
- If necessary, other documents such as residence and work permits.
- Correspondence
- Connection data in the case of telephone contact (number, time, duration of call)
- Photos which you provide us or which are taken in the context of events of which you are a participant/attendee

As a rule, we receive the aforementioned data directly from you. If we receive the data from other sources, we will inform you separately.



### **3. We process the data for what (purpose of processing) and on what legal base?**

We process your personal data on basis of § 26 BDSG to carry out the application procedure. The purpose of this is the initiation of an employment relationship.

After completion of the application process, we will continue to process your data for six months on the basis of Art. 6 para. 1 lit f of the EU GDPR, in particular for the defence against possible claims.

If you have given us your consent to be included in our applicant database, we will process your data to select suitable employment options for you. The legal basis for this is Section 26 (2) BDSG in conjunction with your consent.

### **4. Who gets your data?**

Within our company, access is granted to those departments that need it in order to fulfil our duties and whose scope of duties makes this necessary.

For the purpose of initiating an employment relationship with our company, we may also forward your personal data required for this purpose to our customers in order to check a possible employment there. This usually happens in anonymised or pseudonymised form. If data is to be forwarded in a non-anonymised or pseudonymised form, you will be informed of this separately.

Should a contract be concluded with you, we will enter your application data into our personnel data system..

### **5. Is data transferred to a non-EU member state or an international organisation**

No data will be transferred to non-EU member state states or international organisations.

### **6. How long do we store your data?**

We process and store your personal data as long as it is required for the fulfilment of our contractual and legal obligations. If the data is no longer required for the fulfilment of contractual or legal obligations, it is regularly deleted, unless its further processing for a limited period is required for legal reasons.

In the event of an unsuccessful application procedure, we usually delete your data after six months, unless you have given us consent to store it in our applicant database. If you have given us consent to include you in our applicant database, we will store the data until you revoke your consent or, if applicable, until its expiry date.

### **7. How do we secure your data?**

We have implemented technical and organisational security measures to protect your data processed by us against accidental or intentional manipulation, loss, destruction or against access by unauthorised persons. Our security measures are continuously improved in line with technological developments.

Our employees and, if applicable, data processing third parties are obliged by us to maintain confidentiality.



## 8. What are your rights?

You have the right, in accordance with the EU Data Protection Regulation, to request information from us at any time regarding the storage of your personal data by us.

### Furthermore, you have the following rights in relation to this stored data:

- ▶ the right to information about stored data (Art. 15 EU GDPR),
- ▶ the right to rectification of inaccurate data (Art. 16 EU GDPR),
- ▶ the right to erasure of data (Art. 17 EU GDPR),
- ▶ the right to restrict the processing of data (Art. 18 EU GDPR),
- ▶ the right to object to the unacceptable processing of data (Art. 21 EU GDPR), and
- ▶ the right to data portability (Art. 20 EU GDPR)

Contact:

**WEBER GmbH, Wailandtstraße 6, 63741 Aschaffenburg**

If you agreed to the use of data, you can revoke this consent at any time with effect for the future.

Please send any requests for information or objections to data processing by e-mail to [service@webergmbh.de](mailto:service@webergmbh.de) or to the postal address given at the beginning of this privacy policy.

You also have the right to lodge a complaint with a surveillance authority, in particular in the Member State of your residence, workplace or the place of the alleged infringement, if you consider that the processing of personal data concerning you infringes the EU GDPR (Art. 77 EU GDPR).

## 9. Use of automated decision-making (including profiling)

We do **not use** automated decision-making or profiling.

## 10. More Information

Information according to Art. 13 para. 2 lit. e EU-GDPR: The provision of personal data is neither legally nor contractually required for the conclusion of a contract. You are not obliged to provide the personal data. Please refer to the paragraph "What personal data do we collect and for what purpose?" for any consequences of not providing the data for the respective data processing operation.

## 11. Change of our privacy policy

We have the right to change our data protection measures if it is necessary due to technical developments or due to changes in legislation or jurisdiction. In these cases, we will also adapt our data protection declaration accordingly. Please therefore note the respective current version of our data protection declaration.