

Transparency and information obligations for applicants with FRANKEN PLASTIK GmbH

according to the EU General Data Protection Regulation
(GDPR)

With this document, we would like to inform you about the processing of your personal data by FRANKEN PLASTIK GmbH and the rights to which you are entitled under data protection law.

Responsible body (controller) and contact for data security

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Germany

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Fax: (+49) (0) 911 – 78707 77

Homepage: www.frankenplastik.de

Contact information for data protection
Mail: datenschutz@frankenplastik.de

Categories of data/data sources

We process the following personal data within the framework of applications:

- Your master data (first name/surname, if applicable: name affixes)
- Contact data (address, e-mail address, telephone number)
- Data concerning your qualification (CV, covering letter, certificates)
- If applicable, photo/work permit/residence title, date of birth
- If applicable, criminal record/certificate of good conduct

Generally, we collect your personal data directly from you as part of the application process. Exceptionally, in certain constellations, your personal data will also be collected from other sources, for example, from recruitment agencies.

Purposes and lawfulness of data processing

When processing your personal data, the provisions of the GDPR, local data protection laws and all other legal provisions (labour law, equal treatment act, etc.) are always adhered.

We are aware of the importance of your data. Your personal data will be used solely for the effective and correct handling of the application process and for contacting you in the context of the application process.

In addition, we process your data if we have a legal obligation to do so, in particular from labor law. Processing of special categories of personal data within the meaning of Art. 9 (1) GDPR only takes place if it is required by law and if there is no reason to assume that your interest in excluding such processing prevails (Art. 88 (1) GDPR, § 26 (1), (3) BDSG).

Your consent also constitutes an agreement for data processing. If you have given us your consent (e.g. for longer storage of the application documents in our applicant pool or for the transfer of the application documents to other business units) we will process your data for this purpose as well (Art. 88 (1) GDPR, § 26 (2) BDSG). If we obtain your consent, we will naturally inform you about the specific purpose of the data processing and your right of withdrawal. Should the consent also refer to the processing of special categories of personal data acc. Article 9 EU-DS-GVO, we will explicitly inform you in advance.

Duration of data storage

As soon as your data is no longer needed for the application process, the above-mentioned purposes or upon revocation of your consent. Should we enter into an employment relationship with you the relevant applicant data will be stored with us if they are still relevant for the employment relationship. If we unfortunately have to reject your application, we will delete your application documents at the latest 6 months. Unless you have given us your consent to be included in our pool of applicants and the associated longer storage of your application documents. We will delete your data in this case after revocation of your consent.

Data recipients/categories of recipients

In our company, we make sure that only those departments and individuals receive your data that need them for the application process or legal obligations.

With your consent, your applicant data will also be transmitted to other affiliated business units.

Transmission in legal cases to certain public authorities is possible, e.g. taxation authority or law enforcement agency.

Intention to transfer data to a third country

Data transfer to third countries (outside the European Union or the European Economic Area) only takes place if you have given us your consent or if required by law.

We do not transmit your personal data to service providers or allied company (at the moment) outside the European Economic Area.

Rights of data subjects

Your rights as a data subject are stipulated in Articles 15–22 GDPR, and include:

- The right to access (Art. 15 GDPR)
- The right to erasure (Art. 17 GDPR)
- The right to rectification (Art. 16 GDPR)

- The right to data portability (Art. 20 GDPR)
- The right to object to processing (Art. 21 GDPR)
- The right to restriction of processing (Art. 18 GDPR)

To exercise these rights, please contact: datenschutz@frankenplastik.de. The same applies if you have questions about data processing in our company or want to revoke a given consent. You can also lodge a complaint against data processing with a data protection supervisory authority.

In the event that we process your data to protect legitimate interests, you can object to such processing at any time for reasons arising from your particular situation; this also applies to profiling based on these provisions. We will then no longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing that outweigh your interests, rights and freedoms or unless the processing is intended to assert, exercise or defend legal claims.

If we process your personal data for direct marketing, you have the right to object at any time without giving reasons; this also applies to profiling insofar as it is connected with such direct marketing. If you object to the processing for direct marketing purposes, we will no longer process your personal data for these purposes.

Obligation to provide data

It is not possible to decide on the conclusion of an employment relationship – the chances of success of an application – without the provision of certain personal information and data, e.g. your CV. Though we respect the principle of data minimization and data avoidance by providing us with only the data we need for a complete review of your application documents or when we are required by law to collect them.

Without those data, we are unfortunately not able to check your application documents. Of course, you have the opportunity to provide further information in your application documents voluntarily.

Automated individual decision-making

We do not use any automated processing for making a decision.