

Transparency and information obligations for applicants of Stürmer Maschinen GmbH in accordance with the EU General Data Protection Regulation (EU-DS-GVO)

This document informs you about the processing of your personal data by Stürmer Maschinen GmbH and the rights to which you are entitled under data protection law.

1. Responsible party / data protection

Address: Stürmer Maschinen GmbH

Contact information: personal@stuermer-gruppe.de

Contact data protection: datenschutz@stuermer-maschinen.de

2. Categories / origin of the data

We process the following personal data as part of the employment relationship:

- Your master data (surname, first name, name affixes, date of birth)
- Contact details (address, telephone number, e-mail address)
- Work permit / residence permit, if applicable
- If applicable, criminal record / certificate of good conduct

Your personal data will generally be collected directly from you as part of the application process. Exceptionally, in certain constellations, your personal data may also be collected from other sources, such as recruitment agencies.

We also use personal data that we have permissibly obtained from publicly accessible directories (e.g. professional networks).

3 Purposes and legal basis of data processing

When collecting and processing your personal data, the provisions of the EU GDPR, the German BDSG (new) and all other (labor) law provisions are always complied with.

In accordance with Art. 88 para. 1 EU GDPR in conjunction with § Section 26 (1) BDSG (new), personal data of employees may be processed for the purposes of the employment relationship if this is necessary for the decision on the establishment of an employment relationship or, after the establishment of the employment relationship, for its implementation or termination.

In addition, permission to process data, including special categories of personal data, may result from certain other laws, in particular due to industry-specific (compliance) requirements.

Of course, your consent to data processing can also constitute a data protection law permission regulation. We will inform you about the purpose of the data processing and about your right of withdrawal in accordance with Art. 7 para. 3 of the EU GDPR, Art. 88 para. 1 EU GDPR in conjunction with Section 26 para. 2 BDSG. § Section 26 (2) BDSG (new). If the consent also relates to the processing of special categories of personal data, we will expressly point this out to you in the consent, Art. 88 para. 1 EU GDPR in conjunction with Section 26 para. 3 BDSG (new). § Section 26 (3) BDSG (new).

Processing of special categories of personal data within the meaning of Art. 9 para. 1 EU GDPR only takes place if this is required by law and there is no reason to assume that you have an overriding interest worthy of protection in the exclusion of processing, Art. 88 para. 1 EU GDPR in conjunction with § Section 26 (3) BDSG (new).

4. Storage period of the data

As soon as your data is no longer required for the above-mentioned purposes, we will delete your data. Data will only be stored for longer periods in cases where we are obliged or entitled to do so, e.g. if you have given us permission to store your data for a specific, longer period or to pursue legal proceedings. Regulations that oblige us to store data can be found, for example, in the German Commercial Code or the German Fiscal Code. This may result in a retention period of up to ten years. In addition, limitation periods must be observed.

5. Recipients of the data / categories of recipients

In our company, we ensure that only those departments and persons who need your application data to carry out the application process receive it. For this purpose, the applicant data is also made available to affiliated companies of the Stürmer Group.

6 Rights of the data subjects

The rights for you as a data subject are standardized in Art. 15 - 22 EU GDPR.

This includes:

- The right of access (Art. 15 EU GDPR)
- The right to rectification (Art. 16 EU GDPR)
- The right to deletion (Art. 17 EU GDPR)
- The right to restriction of processing (Art. 18 EU GDPR)
- The right to object to processing (Art. 21 EU GDPR)
- The right to data portability (Art. 20 EU GDPR)

To assert these rights, please contact: datenschutz@stuermer-maschinen.de

If we process your data to protect legitimate interests, you can object to this 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 provide mandatory reasons for processing that outweigh your interests, rights and freedom or the processing serves to assert, exercise or defend legal claims.

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

7. Right to file a complaint

You have the right to file a complaint to a data protection supervisory authority.

8. Intention to transfer data to third countries

Data will only be transferred to third countries (outside the European Union or the European Economic Area) if you have given us your consent or if this is required by law.

We do not currently transfer your personal data to any service providers or group companies outside the European Economic Area.

9. Obligation to provide the data

A decision on the establishment of an employment relationship - on the prospects of success of an application - is not possible without the provision of certain personal information and data. In addition, legal rights and obligations that require certain data to be requested must also be observed at this stage.

10. Automated decisions in individual cases

We do not use any purely automated processing procedures to reach a decision.