

# PRIVACY INFORMATION FOR APPLICANTS

## PRIVACY INFORMATION REGARDING OUR PROCESSING OF APPLICANT DATA ACCORDING TO ARTICLES 13, 14, AND 21 OF THE GENERAL DATA PROTECTION REGULATION (GDPR)

### Dear Applicant,



We are pleased about your interest in our company. In accordance with Articles 13, 14, and 21 of the General Data Protection Regulation (GDPR), we hereby inform you about the processing of the personal data you have provided as part of the application process, as well as any data we may collect, and your related rights. To ensure that you are fully informed about the processing of your personal data during the application process, please carefully review the following information.

## 1. CONTROLLER IN TERMS OF DATA PROTECTION LAW



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Waltershofener Straße 1  
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Tel.: +49 (0)761 45 13 0  
E-Mail: [info@rheintacho.de](mailto:info@rheintacho.de)  
Web: <https://www.rheintacho.de>

## 2. CONTACT DETAILS - DATA PROTECTION OFFICER



E-Mail: [datenschutz@rheintacho.de](mailto:datenschutz@rheintacho.de)

## 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-GDPR) and the Federal Data Protection Act (BDSG), as far as this is necessary for the decision on establishing an employment relationship with us. The legal basis is Article 88 GDPR in conjunction with Section 26 of the new BDSG, as well as, if applicable, Article 6(1)(b) GDPR for the initiation or performance of contractual relationships.

We may process your personal data if this is necessary to fulfill legal obligations (Article 6(1)(c) GDPR) or to defend against legal claims asserted against us.

The legal basis for this is Article 6(1)(f) GDPR. The legitimate interest may include, for example, the obligation to provide evidence in proceedings under the General Equal Treatment Act (AGG).

If an employment relationship is established between you and us, we may, in accordance with Article 88 GDPR in conjunction with Section 26 of the new BDSG, further process the personal data you have already provided for the purposes of the employment relationship, as far as this is necessary for the performance or termination of the employment relationship or for the exercise or fulfillment of rights and obligations arising from a law, a collective agreement, or a company or service agreement (collective agreement) related to the representation of employees' interests.

## 4. CATEGORIES

We only process data that is related to your application. This may include general information about you (name, address, contact details, ...), information about your professional qualifications and education, details of further training, health data, marital status, as well as any additional data that you provide to us in connection with your application.

## 5. DATA SOURCES

We process personal data that we receive from you in the course of contact or your application, whether sent by post or email, or that you provide to us through job portals or agencies.

## 6. DATA RECIPIENTS



We only share your personal data within our company with the areas and individuals who need this data to fulfill contractual and legal obligations or to pursue our legitimate interests.

We may transfer your personal data to affiliated companies as far as this is permissible within the purposes and legal bases outlined in section 3 of this privacy information sheet.

Your personal data will be processed on our behalf based on data processing agreements in accordance with Article 28 GDPR. In these cases, we ensure that the processing of personal data is carried out in compliance with the provisions of the GDPR. The categories of recipients in this case include internet service providers and providers and service providers of IT systems or software.

Otherwise, data may be transferred to recipients outside the company only as far as permitted or required by legal regulations, if the transfer is necessary to fulfill legal obligations, or if we have your consent.

## 7. THIRD COUNTRY TRANSFER



The transfer of personal data to countries outside the EEA (European Economic Area) or to an international organization may occur if necessary. In such cases, recipients may include hosting or cloud services, for which we have obtained appropriate safeguards based on standard contractual clauses.

## 8. DATA STORAGE DURATION

We store your personal data if it is necessary for the decision regarding your application. Your personal data or application documents will be deleted a maximum of six months after the conclusion of the application process (e.g., the notification of the rejection decision), unless a longer storage period is legally required or permissible. Furthermore, we will only retain your personal data to the extent necessary by law or in the specific case for the assertion, exercise, or defense of legal claims for the duration of a legal dispute.

In case that you have consented to a longer storage period for your personal data, we will retain it in accordance with your consent declaration.

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

## 9. YOUR RIGHTS

Each Person has the following rights:



**the right of access** according to Article 15 GDPR,



**the right to rectification** according to Article 16 GDPR,



**the right to erasure** according to Article 17 GDPR,



**the right to restriction of processing** according to Article 18 GDPR,



**the right to notification** according to Article 19 GDPR, as well as



**the right to data portability** according to Article 20 GDPR.



In addition, there is the right to lodge a complaint with a data protection supervisory authority according to Article 77 GDPR if you believe that the processing of your personal data is not lawful. This right to complain is without prejudice to any other administrative or judicial remedy.



If the processing of data is based on your consent, you have the right to withdraw your consent to the use of your personal data at any time according to Article 7 GDPR. Please note that the withdrawal will only take effect for the future. Processing carried out prior to the withdrawal will not be affected. Additionally, please be aware that we may need to retain certain data for a specific period to comply with legal requirements.

### Right to Object

To the extent that the processing of your personal data is carried out based on Article 6(1)(f) GDPR to safeguard legitimate interests, you have the right to object to the processing of this data at any time for reasons arising from your particular situation, according to Article 21 GDPR. We will no longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing that override your interests, rights, and freedoms, or the processing is necessary for the assertion, exercise, or defense of legal claims. If you wish to exercise your rights, please feel free to contact us.

## 10. REQUIREMENT TO PROVIDE PERSONAL DATA

The provision of personal data as part of the application process is neither legally nor contractually required. Therefore, you are not obliged to provide your personal data. However, please note that this information is necessary for the decision regarding your application or for concluding a contract related to an employment relationship with us. If you do not provide us with personal data, we will not be able to decide regarding the establishment of an employment relationship. We recommend that you only provide personal data that is necessary for the application process.

## 11. AUTOMATED DECISION-MAKING

Since the decision regarding your application is not based solely on automated processing, no automated decision-making occurs in individual cases within the meaning of Article 22 GDPR.