

Information about the processing of your applicant data

1. What data do we process within the context of your application process?

Your application documents are processed exclusively for the purposes of establishing an employment relationship. The primary legal basis for this is Article 6(1)(b) of the GDPR in connection with Section 26(1) sentence 1 of the German Federal Data Protection Act.

Where necessary, we also process your data on the basis of Article 6(1)(f) of the GDPR in order to safeguard our legitimate interests or the legitimate interests of third parties (e.g. authorities). This applies in particular to the investigation of criminal offences (legal basis: Section 26(1) sentence 2 of the German Federal Data Protection Act) or in order to avoid any accusations of discrimination on the basis of the General Equal Treatment Act.

Where special categories of personal data (in particular health data, e.g. a severe disability) are processed in accordance with Article 9(1) of the GDPR, this is carried out within the context of the application exclusively in order to fulfil the obligations incumbent upon us in accordance with Section 164 of Book IX of the Social Code.

In particular, the processed categories of personal data include your master data (such as your first name, last name and name affixes), contact information (such as your private address, [mobile] phone number and e-mail address) and all data derived from your application documents (potentially also including health data, if contained therein).

We collect, process and use exclusively the data which you have provided about yourself with your application and all appendices, data which you have published on career platforms such as XING or LinkedIn and potentially also data which you provide to use during an interview. There is no automated evaluation of your data!

Within the company, your data remain exclusively within the division to which you have applied unless you have expressly permitted the data to be forwarded to other divisions in order to expand your application to include other positions which may be offered. Only the individuals and positions (e.g. Human Resources department) which are responsible for the actual application process will receive your personal data.

In addition, we can transfer your personal data to other recipients outside of the company if this is necessary in order to fulfil our legal obligations as an employer (e.g. attorneys of record, authorities, courts).

2. How long do we store your data?

If your application is accepted, your data will be transferred to the personnel file. If your application is rejected, your data will normally be stored for a maximum of 6 months after the rejection has been received. We erase your personal data as soon as they are no longer required for the purposes specified above. However, it may also be necessary to retain the personal data for the time during which claims can be asserted against us (statutory period of limitations of three years or up to thirty years). Afterwards your data will be erased. No notification will be sent about the erasure of the data.

3. What rights do you have regarding the processing of your data?

In accordance with Article 15(1) of the GDPR, you have the right free of charge to obtain information about the personal data being stored about you personally. In addition, taking into consideration the conditions and other statutory provisions specified therein, you have the right to the erasure of your personal data in accordance with Article 17 of the GDPR, a right to their restriction in accordance with Article 18 of the GDPR and a right to their correction in accordance with Article 16 of the GDPR.

You are entitled to a comprehensive right to object to any unlawful data processing of any sort, in particular processing which is not in conformity with Article 6 of the GDPR.

In cases where we process your data in order to safeguard legitimate interests, you can object to this processing on grounds relating to your particular situation. In such a case we will no longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms or for the establishment, exercise or defence of legal claims.

4. Whom can you contact if you have questions about your application or about exercising your rights?

If you have questions about your application or about exercising your rights regarding the processing of your data, you can contact the Human Resources department listed in your confirmation of receipt or the company Data Protection Officer:

DataProtection@Bertling.com

In addition, you have the right to lodge a complaint with the competent data protection supervisory authority. This can be reached by contacting:

Der Hamburgische Beauftragte für Datenschutz und Informationsfreiheit
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