

Stand: 08.07.2021

Data protection notes in accordance with the EU General Data Protection Regulation for candidates

according to article 12 et seqq. GDPR

Contact details of the responsible body

Company: IT Sonix custom development GmbH
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Contact details of the external data protection officer

Last name: Flemig
First name: Holger

Company: EPRO Consult Dr. Prössel und Partner GmbH
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What is personal data?

According to article 4 no. 1 GDPR, personal data are all information relating to an identified or identifiable natural person (hereinafter "the person concerned").

Where do we get your personal information from?

The collection of your data takes place at you. The processing of the personal data provided by you is necessary in the application procedure for the purpose of concluding a contract of employment with us. It is essential to provide the personal data requested by us, otherwise we cannot conclude a contract of employment.

Relevant personal data may be:

Name/Surname, contact data, date and place of birth, curriculum vitae, certificates

Purpose and legal basis of the processing

The personal data provided by you are processed in accordance with the regulations of the European Data Protection Regulation (GDPR) and the Federal Data Protection Act (Bundesdatenschutzgesetz, BDSG):

a) For the fulfillment of the employment (according to article 6 section 1 lit. b GDPR in conjunction with § 26 section 1 sentence 1 BDSG)

The purposes of data processing arise from the initiation of pre contractual measures, which precede a contractually regulated employment relationship. The collection of your personal data is the basis for the participation in the application procedure.

b) Based on a given consent (according to article 6 section 1 lit. a GDPR in conjunction with § 26 section 1 sentence 1 BDSG)

The purposes of the processing of personal data arise from a given consent. A given consent can be revoked at any time by you with effect for the future. Processing that took place before the revocation remains unaffected by the revocation.

c) Based on legal requirements (according to article 6 section 1 lit. c GDPR)

The purposes of data processing arise from legal requirements or are in the public interest (e.g. compliance with retention requirements).

d) In the context of a balance of interests (according to article 6 section 1 lit. f GDPR)

We process your personal data if this is necessary for the protection of our interests or the interests of third parties, and if your interests do not predominate.

Who receives the personal data provided by you?

Internal recipients: Within our company, those people have access to the personal data provided by you, who need the data to fulfill their contractual and legal obligations and which are authorized to process the data.

External recipients: We only pass on your personal data to external recipients outside our company if this is necessary for processing, if another legal permission exists or if we have your consent for this.

External recipients can be:

a) Processors

External service providers who are used in the context of personnel management, for example. These processors are carefully selected by us and regularly checked to ensure that your privacy is preserved. The service providers may only use the data for the purposes specified by us.

b) Public bodies

Authorities and state institutions, such as public prosecutors, courts or tax authorities, to which we have to transmit personal data for legally imperative reasons. The transmission then takes place on the basis of Art. 6 section 1 lit. c GDPR.

c) Other external bodies

Other external bodies, such as doctors or emergency services, to which data are transmitted to protect vital interests of you or another natural person. The transmission then takes place on the basis of Article 6 section 1 lit. d GDPR.

Are the data provided by you transmitted to third-party countries or international organizations?

The data you have provided will not be transmitted to a third country or an international organization under any circumstances. If service providers are used in a third country, they are obliged to comply with the data protection level in Europe in addition to written instructions through the agreement of the EU standard contractual clauses.

Does automated decision making, including profiling, take place?

For the processing of the data provided by you no fully automated decision making (including profiling) according to article 22 GDPR is used.

Duration of processing (criteria for deletion)

Your data will be stored for at least the time required for the application process. Regardless of this, in the event of a rejection, we will delete your data no later than 6 months after the rejection is sent (pursuant to § 15 AGG and § 22 AGG). If the application is successful, we will save the data in the personnel file for further processing.

Expected deadlines of our storage obligations and our legitimate interests:

- Fulfillment of commercial, tax and professional retention periods. The deadlines for storage and documentation are two to ten years.
- Preservation of evidence under the statute of limitations. According to §§ 195 et seqq. of the Civil Code (Bürgerliches Gesetzbuch, BGB) the limitation periods can be up to 30 years, while the usual limitation period is three years.

Information about your rights

You have the following rights to us regarding your personal data:

- Right to information about your stored personal data (article 15 GDPR),
- Right to correction if the stored data concerning you is erroneous, obsolete or otherwise incorrect (article 16 GDPR),
- Right to deletion if the storage is inadmissible, the purpose of the processing is fulfilled and the storage is therefore no longer required, or if you have revoked a given consent to the processing of certain personal data (article 17 GDPR),
- Right to limitation of processing if one of the requirements in article 18 section 1 lit. a through d GDPR is applicable (article 18 GDPR),
- Right to transfer of the personal data you provided (article 20 GDPR),
- Right to revoke a given consent, whereby the revocation does not affect the legality of the processing that has been carried out until then on the basis of the consent (article 7 section 3 GDPR), and
- Right to complain to a supervisory authority (article 77 GDPR).

Addresses and links to the contact data of the data protection officers in the federal states or the supervisory authorities for the non-public area can be found at:

https://www.bfdi.bund.de/DE/Infothek/Anschriften_Links/anschriften_links-node.html

Is there a duty for you to provide data?

In order to be able to participate in the application process, you must provide us the personal data that is necessary for us to check and evaluate whether you are suitably qualified for the position for which you have applied. Without this data, we cannot (further) consider you in the application process.

Right of objection

You may object to the processing of your personal data for direct marketing purposes at any time without giving reasons. We will no longer process the personal data for the purposes of direct marketing after receiving the objection and delete the data if processing is not required

for other purposes (for example, to fulfill the contract).

The objection must be addressed to IT Sonix custom development GmbH, Georgiring 3, 04103 Leipzig, Germany, Phone +49 341 355 76-0, E-mail: info@itsonix.eu