

Information of the data subjects (applicants) in case of direct collection (Art. 13 GDPR) in the context of the application procedure

Person responsible:

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Data Protection Officer:

datenschutz-burger-kuechen@audatis.de

Information on the processing activity:

Purposes of the processing activity:

Selection of suitable applicants to fill a vacancy.

Legal basis of the processing activity:

We process your personal data for the purpose of the application process, to the extent necessary for the decision on the establishment of an employment relationship with us. The legal basis for this is Section 26 (1) sentence 1 Federal Data Protection Act (BDSG).

Furthermore, we may store and process your personal data to the extent necessary to defend any legal claims that may be asserted against us from the application process. The legal basis for this is Art. 6 (1) lit. f) GDPR; the legitimate interest is in particular a duty to provide evidence in proceedings under the General Equal Treatment Act (AGG).

If you enter into an employment relationship, we may further process the personal data already received from you for the purpose of implementing this employment relationship in accordance with Section 26 (1) sentence 1 Federal Data Protection Act (BDSG).

If you give your consent to this, we will include you in our pool of applicants on the basis of Art. 6 (1) lit. a) GDPR. Furthermore, with your consent, we may forward your application within the baumann group on the basis of Art. 6 (1) lit. a) GDPR in order to check whether your application matches another vacancy.

Categories of recipients:

The internal recipients of your personal data disclosed in the course of the application are as general rule the HR employees of Burger Küchenmöbel GmbH, as well as your superiors and any other interview participants in the searching department and the management of Burger Küchenmöbel GmbH.

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We also transfer your personal data within the baumann group if and to the extent that this is necessary to fulfill the purposes set out in this data protection information and is permissible on the basis of the aforementioned legal grounds.

Such a transfer may be considered in particular if you give your consent for your application to be considered for other positions in the baumann group or if your competent manager is employed by a baumann group company other than Burger Küchenmöbel GmbH.

In these cases, in addition to the relevant functions at Burger Küchenmöbel GmbH, the persons responsible for your application or the advertised position at our affiliated companies will also be informed. These are usually the responsible HR employees and the management of Bauformat Küchen GmbH & Co. KG as well as the HR employees, departments and the competent managers of the other companies where your application for an advertised position will be considered.

The receipt of your personal data provided as part of your application by third parties outside the baumann group is strictly regulated. Due to the IT-supported processing of your application, our order processors are external recipients of your data. These have been obligated by us to comply with data protection law.

In addition, we do not transmit any data to third parties outside the Group outside of legal disputes.

Data transfer to a third country:

We do not intend to transfer your personal data to a third country. Should such a transfer nevertheless occur in exceptional cases, this will take place on the basis of an adequacy decision of the European Commission or the standard contractual clauses of the European Commission.

Both the existing adequacy decisions and the standard contractual clauses can be viewed via the European Commission's pages:

Adequacy resolutions: https://ec.europa.eu/info/law/law-topic/data-protection/international-dimension-data-protection/adequacy-decisions_en

Standard Contractual Clauses: https://ec.europa.eu/info/law/law-topic/data-protection/international-dimension-data-protection/standard-contractual-clauses-scc_de

Storage period of personal data:

We store your personal data for as long as is necessary to decide on your application. If an employment relationship between you and us is not entered into, we may continue to store your personal data insofar as this is necessary to defend against possible legal claims. In this case, the application documents will be deleted no later than six months after notification of the rejection decision, unless longer storage is required due to legal disputes. If you give your consent to be included in our applicant pool, the data will be stored for a maximum period of two years or until you revoke your consent, whichever comes first.

Rights of the data subject:

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Under the conditions specified in the respective provision, you have the following rights: You have a right to access (Art. 15 GDPR), to rectification (Art. 16 GDPR), to erasure (Art. 17 GDPR), to restriction of processing (Art. 18 GDPR) and data portability (Art. 20 GDPR).

Insofar as the processing of your personal data is based on Art. 6 (1) lit. e) or f) GDPR, you have the right to object to the processing of this data pursuant to Art. 21 GDPR.

If you wish to exercise your rights, please contact the data protection officer named above. You are also entitled to file a complaint with the competent supervisory authority.

You have a right to revoke your consent at any time with effect for the future.

If you would like to exercise your rights, please contact the data protection officer.

Obligation to provide the personal data:

The provision of personal data is neither legally nor contractually required, nor are you obliged to provide the personal data. However, the provision of personal data is necessary for the execution of the application process. This means that if you do not provide us with personal data when applying, it will not be possible for us to carry out the application process and thus enter into an employment agreement with you.

Automated decision making:

There is no automated decision making or profiling.

More information

Further information on the processing of your personal data can be obtained from our headquarters as well as our data protection officer.