

Data protection information for applicants
according to Art. 13 and Art.14 of the Data Protection Regulation DSGVO

Data protection is an important concern for us. Below we inform you how we process your data and what rights you have.

1. who is responsible for data processing and who can you contact?

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2. contact details of the data protection officer

E-mail: datenschutz@Fluitronics.com

3. processing purposes and legal basis

Your personal data will be processed in accordance with the provisions of the General Data Protection Regulation (DSGVO), the German Federal Data Protection Act BDSG and other relevant data protection regulations. In our contractual documents, forms, consent forms and the other information provided to you (e.g. on the website) you can find further details and additions to the processing purposes.

3.1 Consent (Art. 6 para. 1 letter a DSGVO)

If you have given us consent to process personal data, the respective consent is the legal basis for the processing mentioned there. You can revoke consent at any time with effect for the future.

3.2 Fulfillment of contractual obligations (Art. 6 para. 1 letter b DSGVO).

We process your personal data for the purpose of handling the application process. The processing may also take place electronically. This is particularly the case if you submit your application documents to us electronically, for example by e-mail or via a web form located on the website.

3.3 Fulfillment of legal obligations (Art. 6 para. 1 c DSGVO).

We process your personal data if this is necessary for the fulfillment of legal obligations.

3.4 Legitimate interest of us or third parties (Art. 6 para. 1 f DSGVO).

We may also use your personal data on the basis of a balance of interests to protect the legitimate interest of us or third parties. This is done for the following purposes:

- for obtaining information and exchanging data with credit agencies, if this exceeds our economic risk.
- for the limited storage of your data, if deletion is not possible or only possible with disproportionate effort due to the special nature of the storage.
- for the disclosure of personal data in the context of due diligence, e.g. in the case of company sales.
- for the enrichment of our data by using or researching publicly available data.
- for the assertion of legal claims and defense in legal disputes that are not directly attributable to the contractual relationship.
- for internal and external investigations and or security checks.
- for securing and exercising our house rights through appropriate measures (e.g. video surveillance).

4. categories of personal data processed by us.

The following data are processed:

- Name, first name
- Contact details (such as email address, address, telephone no.)
- Complete application documents (such as resume, certificates, references).

5. who receives your data?

We share your personal data within our company with the areas that need this data to fulfill contractual and legal obligations or to implement our legitimate interest.

In addition, the following entities may receive your data:

- Order processors used by us (Art. 28 DS-GVO), service providers for supporting activities and other responsible parties within the meaning of the DS-GVO, in particular in the areas of IT services, logistics, courier services, printing services, external data centers, support/maintenance of IT applications, archiving, document processing, accounting and controlling, data destruction, purchasing/procurement, customer management, letter stores, marketing, telephony, website management, tax consulting, auditing services, credit institutions.
- Public bodies and institutions in the event of a legal or official obligation requiring us to provide information, report or pass on data, or if the passing on of data is in the public interest.
- bodies and institutions on the basis of our legitimate interest or the legitimate interest of the third party (e.g. to authorities, credit agencies, debt collection agencies, lawyers, courts, appraisers, affiliated companies and committees and supervisory bodies);
- other bodies for which you have given us your consent to the transfer of data.

6. transfer of your data to a third country or to an international organization

A data transfer to entities in countries outside the European Union (EU) or the European Economic Area (EEA), so-called third countries, takes place if it is necessary for the execution of an order/contract from or with you, it is required by law (e.g. tax reporting obligations), it is within the scope of a legitimate interest of us or a third party (e.g. group issues).

In this context, the processing of your data in a third country may also be carried out in connection with the involvement of service providers as part of commissioned processing. We will provide you with corresponding detailed information upon request.

7 How long do we store your data?

If the controller concludes an employment contract with an applicant, the transmitted data will be stored for the purpose of processing the employment relationship in compliance with the statutory provisions. If the controller does not conclude an employment contract with the applicant, the application documents will be deleted three months after notification of the rejection decision, provided that no other legitimate interests of the controller conflict with such deletion. Other legitimate interest in this sense is, for example, a duty to provide evidence in proceedings under the General Equal Treatment Act (AGG).

8. to what extent is there automated decision-making in individual cases?
(including profiling)?

We do not use any purely automated decision-making processes pursuant to Article 22 of the GDPR. Should we use these procedures in individual cases, we will inform you about this separately, insofar as this is required by law.

9. your data protection rights

You have the right to information according to Art. 15 DSGVO, the right to rectification according to Art. 16 DSGVO, the right to erasure according to Art. 17 DSGVO, the right to restriction of processing according to Art. 18 DSGVO and the right to data portability from Art. 20 DSGVO. In addition, there is a right of appeal to a data protection supervisory authority (Art. 77 DSGVO). In principle, the right to object to the processing of personal data by us exists under Article 21 DSGVO. However, this right of objection only applies in the case of very special circumstances of your personal situation, whereby rights of our company may possibly conflict with your right of objection. If you wish to exercise one of these rights, please contact our data protection officer (datenschutz@Fluitronics.com).

10. scope of your obligations to provide us with your data

You only need to provide the data that is required for the application process. Without this data, we will generally not be able to conclude an employment contract with you. If we request additional data from you, you will be informed separately that the information is voluntary.

11. your right to complain to the responsible supervisory authority

You have a right of appeal to the data protection supervisory authority (Art. 77 DSGVO). The supervisory authority responsible for us is:

State Commissioner for Data Protection and Freedom of Information of North Rhine-Westphalia.

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