

Data protection information for the processing of personal data in the context of application processing

Thank you for your interest in a position at one of the member companies of the DELTA Gruppe (hereinafter "DELTA Gruppe"). The DELTA Gruppe attaches great importance to the protection of your personal data (hereinafter "data"). The data protection regulations also apply to applications made by employees of the company. On the following pages we shall provide you with information on how your data is processed and on the rights you have in connection with the handling of your personal data.

I. Definition of Terms

This data protection information of the DELTA Gruppe adopts the terminology used in the General Data Protection Regulation (GDPR). The terms are defined inter alia in Art. 4 of the GDPR. The following terms, among others, are used in this data protection information:

Personal Data:

Personal data means any information relating to an identified or identifiable natural person ('data subject'); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person;

Processing:

Processing means any operation or set of operations which is performed on personal data or on sets of personal data, whether or not by automated means, such as collection, recording, organization, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction;

Restriction of Processing:

Restriction of processing means the marking of stored personal data with the aim of limiting their processing in the future;

Pseudonymization:

Pseudonymization means the processing of personal data in such a manner that the personal data can no longer be attributed to a specific data subject without the use of additional information, provided that such additional information is kept separately and is subject to technical and organizational measures to ensure that the personal data are not attributed to an identified or identifiable natural person;

Controller:

Controller means the natural or legal person, public authority, agency or other body which, alone or jointly with others, determines the purposes and means of the processing of personal data; where the purposes and means of such processing are determined by Union or Member State law, the controller or the specific criteria for its nomination may be provided for by Union or Member State law;

Processor:

Processor means a natural or legal person, public authority, agency or other body which processes personal data on behalf of the controller;

Recipient:

Recipient means a natural or legal person, public authority, agency or another body, to which the personal data are disclosed, whether a third party or not. However, public authorities which may receive personal data in the framework of a particular inquiry in accordance with Union or Member State law shall not be regarded as recipients; the processing of those data by those public authorities shall be in compliance with the applicable data protection rules according to the purposes of the processing;

Third Party:

Third party means a natural or legal person, public authority, agency or body other than the data subject, controller, processor and persons who, under the direct authority of the controller or processor, are authorized to process personal data;

Consent:

Consent of the data subject means any freely given, specific, informed and unambiguous indication of the data subject's wishes by which he or she, by a statement or by a clear affirmative action, signifies agreement to the processing of personal data relating to him or her;

II. Controller

The processing of applications is carried out centrally by Delta Management GmbH for all German affiliated companies of DELTA Gruppe.

Delta Management GmbH
Bahnhofstr. 15
84144 Geisenhausen
Deutschland
Telephone: +49 8741 47-1268056
Telefax: +49 8741 47-1924

III. Data Protection Officer

The Data Protection Officer at DELTA Gruppe can be contacted at the following address:

Delta Management GmbH
Datenschutzbeauftragter
Bahnhofstr. 15
84144 Geisenhausen

privacy@delta-gruppe.de

NOTE:

Should you have any questions, queries or complaints, the data protection officer can be contacted at the address provided

III. Collection and Processing of Personal Data

The categories of personal data below are collected by us and come from the following data sources:

Categories of personal data and their sources
<p>Private contact details of the applicant, include:</p> <ul style="list-style-type: none">TitleName, first nameAddressReachable (Mail-Address, telephone number and poss. fax)Date of BirthApplication documentation (work history, qualifications) <p>This information is provided by you the applicant.</p>

Furthermore, we would like to inform you that the data you provide may be used to compile statistics and evaluate the application process. The data will be generated in anonymous form exclusively for our own purposes, if necessary also with the support of a service provider.

IV. Purpose and Legal Basis

We only process your data if we have received your consent to do so, or if it is permitted by law.

Purpose and Legal Basis
<p>The purpose for processing is for the handling of your application. The legal basis for such processing is your consent as laid down in Article 6 Para.1a of the GDPR provided either in writing or by ticking the check-box on the online application form. Furthermore, processing shall be lawful if in individual cases it is necessary for the performance of a contract or to take steps prior to entering into a contract as stated in GDPR Art. 6 1b as well as the German law on data privacy § 26 BDSG in combination with Art. 88 GDPR.</p>

V. Recipients of your Data and Categories of Recipients

We process your data confidentially, within the scope of our responsibility only those departments and employees are given access to your data who need it to fulfil the above-mentioned purposes. This also means that data will only be transferred to third parties if this is necessary for the aforementioned purposes and is permitted by law or if you have given your prior consent.

Data Recipients / Note
Third party recipients outside of DELTA Gruppe (special cases)
Data transfer takes place if there is a legal obligation to do so to public authorities.
Third Party Recipients within DELTA Gruppe
Delta Management GmbH is part of the DELTA Gruppe and handles the application process centrally and autonomously for the German affiliated companies.

VI. Data Transfer to Third Countries

Data may if necessary be transferred to the third country Mexico as far as this is required in the context of the actual application process. In these circumstances it is necessary to ensure that this third country has an adequate level of data protection. An adequate level of data protection is ensured through the EU Standard contractual clauses. Recipient category: all persons and companies involved and required in the application process.

Note:

Your data shall not be stored outside of the European Economic Area. However, access from a country outside the European Economic Area is also possible by means of administrative access, since the operational capability of the systems is often ensured according to the Follow-the-Sun principle. In these cases, data will only be accessed if either a Commission adequacy decision exists for the respective country, if we have agreed with the service providers the standard contractual clauses provided by the EU Commission for these cases or if the respective company has drawn up its own internally binding data protection regulations which have been recognised by the data protection supervisory authorities.

VII. Data Privacy of Minors and Children

The participation of minors under the age of 16 in the application process requires the express written consent of their legal guardians; this declaration of consent must be attached to the application documents.

VIII. Duration of Storage

The DELTA Gruppe stores personal data for as long as is necessary for the above-mentioned purposes and/or for the statutory storage requirements or until all mutual obligations have been satisfied. If the purpose for which the data was collected has been fulfilled, the data will be deleted regularly, unless temporary further processing is necessary. This means that your data will be deleted as follows - unless there are special circumstances (see note under the following table).:

Category of Personal Data and Deletion Periods	
Application Documents / Details as per point III.	6 months after completion of the application process *)
If you have expressly agreed in writing to the storage of data in the DELTA Gruppe data pool. Your data may then be reviewed with regards to job vacancies across all German affiliated companies of DELTA Gruppe and processed for this purpose.	12 months

* In certain individual cases, specific data is not deleted if e.g. longer retention periods are required by the German Commercial Code (Handelsgesetzbuch), the Tax Code, the Money Laundering Act, and if statutory periods of limitation, e.g. of up to 30 years, make it necessary for certain data to be stored for the preservation of evidence or if further storage is prescribed on the basis of prevailing legal regulations or court orders.

IX. Your Rights as Data Subject

With respect to the processing of personal data, you have the following rights:

Your Rights / Notes
According to Art. 15 of the EU GDPR you have the right to access the information on the personal data processed about you
According to Art. 16 of the EU GDPR, you have the right to the rectification of inaccurate personal data. Please note the restrictions of § 34 BDSG (German Data Protection Act).
According to Art. 17 of the EU GDPR you have the right to the erasure of your personal data. Please note the restrictions of § 35 BDSG (German Data Protection Act).
According to Art. 18 you have the right to the restriction of the processing of your data
According to Art. 20 you have the right to the portability of your data
According to Art. 21 Para. 2 GDPR you have the right at any time to object to the processing of your data for the purposes of direct marketing .
If the data is processed on the basis of legitimate interests (Art. 6 para. 1 f) EU GDPR or for the performance of a task which is in the public interest, it is possible to exercise your right to object to the processing pursuant to Art. 21 para. 1 EU GDPR In this case, the data will no longer be processed for this purpose, unless compelling legitimate grounds for processing can be demonstrated which override your interests, rights and freedoms or the processing serves the establishment, exercise or defence of legal claims.
You have the right to withdraw any consent granted pursuant to Art. 6 para. 1 a) EU GDPR at any time

If you are of the opinion that the processing of personal data violates current legislation, you can, in accordance with Art. 77 GDPR, lodge a complaint with the competent data protection supervisory authority at any time. This right is without prejudice to any other administrative or judicial remedies.

You can address your objection to or the withdrawal of your consent informally to us at any time. In the interest of orderly processing and to avoid delays in processing, we ask you to use the following contact data:

DELTA Gruppe
Delta Management GmbH
Bahnhofstraße 15
84144 Geisenhausen
Deutschland

bewerbung@delta-gruppe.de

X. Requirements and Obligations Regarding Provision of Data

You are only obliged to provide us with the personal data that we need for the conclusion, execution and termination of the contractual relationship or for relevant specific purposes, or the data which we are required to collect due to statutory regulations. If you do not provide us with this data, we will be forced to reject the application/will not be able to conclude the contract or will no longer be able to execute the contract

XI. Automated Decision-Making / Profiling

We would like to inform you that we do not carry out automated decision-making or profiling.

XII. Homepage Use

Should your application be made via the online application form on the DELTA Gruppe homepage, the general data protection information it contains shall apply.

<https://www.delta-gruppe.de/kontakt/datenschutzhinformatio/>

XIII. Amendment Clause

As our data processing is subject to change, this data protection information will also be updated from time to time. Should there be any changes, we will inform you in good time. The current status of this data protection information can be found here <https://www.delta-gruppe.de/kontakt/datenschutzhinformatio/>. In all other respects, existing local data protection regulations in other countries may take precedence.

XIV. Information On your Right to Object According to Art. 21 GDPR

Individual Right of Objection:

You have the right to object, on grounds relating to your particular situation, at any time to processing of personal data concerning you which is based on Art. 6. (1) e GDPR (processing of personal data in the public interest) and Art. 6 (1) f GDPR (Data processing for the purposes of legitimate interests). This also applies to profiling according to Art. 4 No. 4 GDPR. Should you object, we will no longer process your personal data, unless we can prove compelling legitimate reasons for the processing that outweigh your interests, rights and freedoms or the processing serves the assertion, exercise or defense of legal claims.

a) Right to object to the processing of data for the purposes of direct marketing

In individual cases, we process your personal data for the purposes of direct advertising. You have the right at any time to object to the processing of your personal data for the purpose of such advertising. This also applies to profiling in so far as it is connected with such direct advertising. If you object to the processing for the purpose of direct marketing, your personal data will no longer be processed for these purposes

Addressee and Form of the Objection

An objection can be made informally stating the subject as „Objection“ giving your name, address and date of birth and be sent to:

bewerbung@delta-gruppe.de