

Data Protection / Privacy Declaration for Applicants

Use of your personal data and your rights in accordance with Art. 13, 14 and 21 of the EU General Data Protection Regulation (GDPR)

The following provides you with information on how Röhm GmbH processes your personal data within the scope of its application process and your rights in this regard. What specific data is processed and how it will be used is substantially dependent on the services that you use.

1. Contact details and data controller for data processing

The responsible body is:

Röhm GmbH
Heinrich-Roehm-Strasse 50
89567 Sontheim / Germany
Telephone: +49 (0)7325 16-0
Email: info@roehm.biz

You can contact our Company Data Protection Officer at:

Korbinian Nieß
Head of Legal Department
RÖHM GmbH
Heinrich-Roehm-Straße 50
89567 Sontheim / Germany
Tel.: +49 7325 16 306
E-Mail: datenschutz@roehm.biz

2. What personal data categories do we process?

We process data that is related to your application. This can be general data regarding you (such as your name, address and contact details), information regarding your professional qualifications and school education, or information regarding your professional further training, or other information that you provide us that is related to your application.

3. Why do we process your data and what is the legal basis for this?

In accordance with Article 6 Para. 1 (b) GDPR in conjunction with Art. 26 German Federal Data Act (BDSG) revised version, processing of your personal data is required to take steps prior to entering into a contract or for the performance of a contract to which you are a contracting party in connection with a potential employment relationship.

Your personal data will not be processed for other purposes.

4. Who receives your data?

Röhm GmbH only uses this personal data within the scope of its employee selection process.

In accordance with our current application process, the recipients and categories of recipients to whom we transfer your personal data to achieve the purpose are or could be: The relevant managing director, the relevant superior, the HR department.

5. Other transfers

Röhm GmbH does not, and does not plan to, transfer your personal data to a third country or an international organization.

6. How long will your data be stored?

Insofar as necessary, we will process and store your personal data for the period required to initiate the employment relationship.

If the application process ends in an employment relationship/training relationship/internship, then the data will initially continue to be stored and transferred to your employee file. Otherwise, the application process ends when the applicant receives a rejection. The data will be erased at the latest 6 months after receipt of the rejection. This does not apply insofar as processing and storage of your personal data is required in a specific case to assert, exercise or defend legal claims (duration of a legal dispute). Anonymized data is only used for statistical evaluation. In the case of pool applicants and based on your consent, your personal data will be stored for a further 24 months after receipt of the rejection and then erased.

7. How much automated decision-making is used in specific cases (including profiling)?

Röhm GmbH does not use any fully automated processing steps including profiling to make a decision regarding entering into, and performance of, a contractual relationship (Art. 22 GDPR).

8. What data protection rights do you have?

You, as the data subject, have the right to

- Information as per Art. 15 GDPR,
- Rectification as per Art. 16 GDPR,
- Erasure as per Art. 17 GDPR,
- Restriction of processing as per Art. 18 GDPR, and
- Data portability under Art. 20 GDPR.

Furthermore, you have a right to lodge a complaint with a data protection supervisory authority as per Article 77 GDPR.

As a matter of principle and as per Art. 21 GDPR, you have a right to object to the processing of personal data by Röhm GmbH if this is required to safeguard legitimate interests.

If you have given us your consent to processing of your personal data, then, in accordance with Art. 7 Para. 3 GDPR, you are entitled to withdraw this consent, effective for the future. The lawfulness of data processing that has been carried out prior to withdrawal of consent will remain unaffected by the withdrawal.

9. If you wish to assert the above-mentioned rights, please contact the responsible body (see Item #1).

10. Complaints regarding processing of your personal data

Should you have concerns or a question regarding processing of your personal data and information, then you can also contact your HR department.

You may, however, also contact the company data protection officer or the supervisory authority for data protection:

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

11. Do you have an obligation to provide data?

Within the scope of the contractual relationship with Röhm GmbH you must only provide the personal data that is required to initiate and perform a contractual relationship or that Röhm GmbH is legally obliged to collect.

Should you not provide the required personal data, then Röhm GmbH cannot perform the relevant services, such as conducting the application process up to and including a possible employment contract.