

# **Privacy Policy - Candidates (pursuant to Articles 13 and 14 of the General Data Protection Regulation GDPR)**

Welcome to Schöler GmbH!

Thank you for your interest in our Internet presence and our company.

We attach great importance to the protection of your data and the safeguarding of your privacy. In order to ensure that you have full knowledge of the collection and use of personal data on our web pages, please refer to the following information.

## **1. Who is responsible for data processing and who can you contact about it?**

Schöler GmbH  
Frankfurter Str. 4-6  
D-23689 Pansdorf

Telephone: +49 4504 601-0  
E-Mail: [data\\_protection@schoeler.de](mailto:data_protection@schoeler.de)

## **2. Contact details of the data protection officer**

MSO Consulting  
Daniel Voigtländer  
Zeisigweg 11  
D-71397 Nellmersbach

Telephone: +49 7195 9772959  
E-Mail: [daniel.voigtlaender@mso.de](mailto:daniel.voigtlaender@mso.de)

## **3. Processing purpose and legal basis**

Your personal data will be processed in accordance with the provisions of the General Data Protection Regulation (GDPR), the Federal Data Protection Act BDSG and other relevant data protection regulations. The processing and use of the individual data depends on the agreed or requested service. In our contract documents, forms, consent statements and other information provided to you (for example, on the website or in the Terms and Conditions), you can find further details and additions to the

processing purpose.

### **3.1 Consent (Article 6 (1) (a) GDPR)**

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

### **3.2 Performance of contractual obligations (Article 6 (1) (b) GDPR)**

We process your personal data to carry out our contracts with you, i.e. especially for (possibly specify). Furthermore, your personal data will be processed for the implementation of measures and activities in the context of pre-contractual relationships.

### **3.3 Fulfillment of legal obligations (Article 6 (1) c GDPR)**

We process your personal data when necessary to fulfill legal obligations (such as commercial -, tax laws).

### **3.4 Legitimate interest of us or third parties (Article 6 (1) f GDPR)**

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 information with credit bureaus, if this goes beyond our economic risk.
- for comparison with European and international anti-terrorist lists, if this goes beyond the legal obligations.
- for internal and external investigations and or security checks.
- to ensure and exercise our domestic law through appropriate measures (such as video surveillance).

## **4. Categories of personal data processed by us**

The following data is processed:

- Contact details (name, address, email address, telephone number)
- Complete application documents (such as CV, certificates, references)

## **5. Who receives your data?**

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

In addition, the following areas can receive your data:

- Commissioned processors (Art. 28 DS-GVO), in particular in the field (e.g. IT services, logistics and printing services, external data centers, support/maintenance of EDP/IT applications, archiving, document processing, call center services, compliance services, controlling, data screening for anti-money laundering purposes, data validation/plausibility check, data destruction, purchasing/procurement, customer management, letter shops, marketing, media technology, research, risk controlling, billing,

telephony, website management, auditing services, credit institutions, printers or companies for data disposal, courier services, logistics)

- Public bodies and institutions in the presence of a legal or regulatory obligation under which we are obliged to provide information, notification or disclosure of data or the data transfer is in the public interest
- Bodies and institutions based on our legitimate interest or the legitimate interest of the third party in the context of the purposes set out in point 3.5 (e.g. to authorities, credit bureaus, debt collection, lawyers, courts, appraisers, group companies and bodies and supervisory bodies);
- other bodies for which you have given us your consent to the transfer of

## **6. Transmission of your data to a third country or to an international organization**

Data processing outside the EU or the EEA does not take place .

## **7. How long do we save your data?**

If the person responsible concludes a contract of employment with an applicant, the data transmitted will be stored for the purposes of the employment relationship in accordance with the law. If no employment contract is concluded with the candidate by the person responsible, the application documents will be deleted three months after the announcement of the rejection decision, unless deletion precludes other legitimate interests of the person responsible. Other legitimate interest in this sense is, e.g. a burden of proof in a procedure under the General Equal Treatment Act (AGG).

## **8. To what extent is there automated decision-making in an individual case (including profiling)?**

We do not use purely automated decision-making procedures under Article 22 GDPR. If we use these procedures in individual cases, we will inform you about this separately, if this is required by law.

## **9. Your privacy rights**

You have the right to information under Art. 15 GDPR, the right to correction under Art. 16 GDPR, the right to cancellation under Art. 17 GDPR, the right to restrict processing under Art. 18 GDPR and the right of data transferability from Art. 20 GDPR. In addition, there is a right of appeal to a data protection supervisory authority (Art. 77 GDPR). In addition, there is a right of appeal to a data protection supervisory authority (Art. 77 GDPR). Basically, according to article 21 GDPR, there is the right to object to the processing of personal data by us. However, this right to objection only applies in the case of very special circumstances of your personal situation, whereby rights of our company may conflict with your right of objection. If you want to assert any of these rights, please contact our data protection officer (see point 2).

## **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 information we will generally not be able to conclude a contract of employment with you. If we also request additional data from you, you will be made aware of the voluntary nature of the information separately.

## **11. Your right of appeal to the competent supervisory authority**

If there has been a breach of data protection legislation, the person affected may file a complaint with the competent regulatory authorities. The competent regulatory authority for matters related to data protection legislation is the data protection officer of the German state in which our company is headquartered. A list of data protection officers and their contact details can be found at the following link: [https://www.bfdi.bund.de/DE/Infothek/Anschriften\\_Links/anschriften\\_links-node.html](https://www.bfdi.bund.de/DE/Infothek/Anschriften_Links/anschriften_links-node.html).