



Data privacy statement for job applicants

We are delighted you have chosen to apply for a job at our company. Because we take the protection of your personal data very seriously, we would like to explain in the following, how we process your personal data when you apply for a job and how we hold other relevant information in this context.

1. The Data Controller for processing your personal data in terms of the GDPR

R&M International GmbH (in the following: R&M)
Schellerdamm 22-24
21079 Hamburg/Germany
Phone +49 40-752444-0
info@rm-group.com

2. Data Protection Officer

R&M International GmbH
- Data Protection Officer -
Schellerdamm 22-24
21079 Hamburg/Germany
datenschutzbeauftragter@rm-group.com

3. Purposes and legal basis for data processing

Insofar as it is necessary to do so in deciding to establish an employment relationship, we process your personal data that you have provided us with in your application documents or that we collect in the context of the application process on the basis of Sec. 26 (1) in conjunction with (8) p. 2 German Federal Data Protection Act (BDSG). If an employment relationship between you and our company is established, we process the personal data we have already received from you for employment purposes in accordance with Sec. 26 (1) BDSG, insofar as this is necessary for exercising or terminating the employment relationship, or for exercising or fulfilling rights and obligations in the employees' interests arising from a legal or collective agreement, or a company or service agreement (collective agreement). Furthermore, we may process personal data on your person, insofar as it is necessary for defending against legal claims asserted against us arising from the application process. The legal basis for this is formed by Sec. 6 (1) (f) GDPR and our legitimate interest is for the defense of legal claims against us and for our assertions. Should we obtain your consent, we also store your personal data from the application process for the purpose of offering you employment opportunities at a later date (application pool) after completion of the application process. The legal basis for processing your personal data in this case is your consent according to Sec. 6 (1) (a) GDPR.

4. Categories of personal data

We process data that stands in relation to your application. This may include general personal data (such as your name, address and contact details), details of your professional qualifications and education, or information concerning further professional training or other information that you provide us with in connection with your application. We may otherwise process publicly available information that relates to your professional person, such as profiles on professional social media networks. In the course of the application process, we may also process additional personal data, such as the results of job interviews or candidate appraisals.

5. Categories of recipients/Transfer to third countries

Only authorized employees from our HR department or employees involved in the application process have access to your data. If necessary, we may pass on your personal data to companies within the R&M Group, or at least to the company in the Group where you applied for a job. If you send us an unsolicited application, we will forward your application to companies in the R&M Group that may be interested in your application.



6. Planned storage duration for personal data, criteria for determining the retention period

We store your personal data as long as it is necessary for making a decision on your application. If an employment relationship between you and our company fails to materialize, we may also continue to store your data insofar as it is required to defend against possible legal claims or assertions. Your application documents will be deleted no later than six months after you have been notified of our rejection decision, unless a longer storage period is required owing to ongoing litigation. If you have given us consent to continue storing your data, we will store it until you revoke your consent or the period of consent comes to an end.

7. Rights of the Data Subject

As an applicant for a job at our company and depending on the situation in individual cases, you have the following data protection rights which you can exercise at any time by contacting our company or our Data Protection Officer as referred to under Sec. 1 and 2:

- a. Right to information pursuant to Art. 15 GDPR
- b. Right to rectification pursuant to Art. 16 GDPR
- c. Right to deletion pursuant to Art. 17 GDPR
- d. Right to restrict processing pursuant to Art 18 GDPR
- e. Right to data portability pursuant to Art. 20 GDPR

Right to object pursuant to Art. 21 GDPR

Insofar as personal data relating to your person is processed pursuant to Art. 6 (1) (f) GDPR, you have the right to object to your data being processed at any time for reasons that arise from your particular situation. If we process your personal data for direct marketing purposes, you are entitled to submit an objection at any time against your personal data being processed for the purpose of such marketing; if you object to your personal data being processed for direct marketing purposes, we will no longer process your personal data for these purposes. If we process your data based on consent you have given us, you are entitled to revoke your consent at any time without affecting the legality of any processing performed based on your consent up to the time of revocation.

8. Right to file a complaint with a supervisory authority

You have the right to file a complaint with a supervisory authority, especially in the member state where you have your habitual place of residence, place of work or the place of the alleged infringement, if you consider that processing personal data relating to your person violates the GDPR.

9. Necessity of providing personal data

The provision of personal data is not required by law or contract, nor are you obliged to provide your personal data. However, you are required to provide personal data to enter into an employment contract with our company. In other words, we will not be able to enter into an employment relationship with you unless you provide us with your personal data when you apply for a job.

10. Non-automated decision-making

No automated decision-making takes place in individual cases within the meaning of Art. 22 GDPR.

