

DATA PROTECTION INFORMATION FOR APPLICANTS

(Information on data protection regarding our processing of applicant data in accordance with Art. 13, 14 and 21 of the General Data Protection Regulation (GDPR))

Din Hau Asia Food GmbH | Din Hau Logistik GmbH

Dear applicant,

Thank you for your interest in our company. In accordance with the provisions of Articles 13, 14 and 21 of the General Data Protection Regulation (GDPR), we hereby inform you about the processing of personal data transmitted by you as part of the application process and any personal data collected by us and your rights in this regard. To ensure that you are fully informed about the processing of your personal data as part of the application process, please take note of the following information.

1. RESPONSIBLE BODY WITHIN THE MEANING OF DATA PROTECTION LAW

Din Hau Asia Food GmbH | Din Hau Logistik GmbH
Wilhelm-Bergner-Straße 11a
21509 Glinde
040 23936690
info@dinhauasiafood.de

2. CONTACT DETAILS OF OUR DATA PROTECTION OFFICER

Din Hau Asia Food GmbH | Din Hau Logistik GmbH
Wilhelm-Bergner-Straße 11a
21509 Glinde
040 23936690
datenschutzbeauftragter@dinhauasiafood.de

3. PURPOSES AND LEGAL BASES OF PROCESSING

We process your personal data in accordance with the provisions of the European General Data Protection Regulation (GDPR) and the German Federal Data Protection Act (BDSG), insofar as this is necessary for the decision on the establishment of an employment relationship with us. The legal basis for this is Art. 88 GDPR in conjunction with Section 26 BDSG for the purposes of the employment relationship, if this is necessary for the decision on the establishment of an employment relationship.

Furthermore, we may process your personal data if this is necessary for the fulfilment of legal obligations (Art. 6 para. 1 lit. c GDPR) or for the defines or assertion of legal claims. The legal basis for this is Art. 6 para. 1 lit. f GDPR. The legitimate interest is, for example, a burden of proof in proceedings under the General Equal Treatment Act (AGG).

If you give us your express consent to process personal data for specific purposes, the lawfulness of this processing is based on your consent in accordance with Art. 6 para. 1 lit. a GDPR, Section 26 para. 2 BDSG. Any consent given can be revoked at any time with effect for the future (see section 9 of this data protection information).

If there is an employment relationship between you and us, we may, in accordance with Art. 88 GDPR in conjunction with Section 26 BDSG, further process the personal data already received from you for the purposes of the employment relationship, insofar as this is necessary for the performance or termination of the employment relationship or for the exercise or fulfilment of the rights and obligations of the representation of employees' interests arising from a law or a collective agreement, a works or service agreement (collective agreement).

4. CATEGORIES OF PERSONAL DATA

We only process data in connection with your application. This may include general personal data (name, address, contact details, etc.), information on your professional qualifications and schooling, information on further professional training and any other data that you provide to us in connection with your application.

5. SOURCES OF THE DATA

We process personal data that we receive from you by post or email when you contact us or send us your application, or that you send us via our online application tool.

6. RECIPIENTS OF THE DATA

We only pass on your personal data within our company to those areas and persons who need this data to fulfil contractual and legal obligations or to implement our legitimate interest.

We may transfer your personal data to companies affiliated with us insofar as this is permitted within the scope of the purposes and legal bases set out in section 3 of this data protection information sheet.

Otherwise, data will only be transferred to recipients outside the company if this is permitted or required by law, if the transfer is necessary to fulfil legal obligations or if we have your consent.

7. TRANSFER TO A THIRD COUNTRY

A transfer to a third country is not intended.

8. DURATION OF DATA STORAGE

We store your personal data for as long as is necessary for the decision on your application. Your personal data or application documents will be deleted no later than six months after the end of the application process (e.g. the announcement of the rejection decision), unless longer storage is legally required or permitted. We only store your personal data beyond this if this is required by law or in a specific case for the assertion, exercise or defence of legal claims for the duration of a legal dispute.

If you have consented to your personal data being stored for a longer period, we will store it in accordance with your declaration of consent.

If the application procedure is followed by an employment, training or internship relationship, your data will, if necessary and permissible, initially continue to be stored and then transferred to your personnel file.

Following the application process, you may receive an invitation to join our talent pool. This allows us to consider you for suitable vacancies in our applicant selection process in the future. If we have your consent to do so, we will store your application data in our talent pool in accordance with your consent or any future consents.

9. YOUR RIGHTS

Every data subject has the right of access under Art. 15 GDPR, the right to rectification under Art. 16 GDPR, the right to erasure under Art. 17 GDPR, the right to restriction of processing under Art. 18 GDPR, the right to notification under Art. 19 GDPR and the right to data portability under Art. 20 GDPR.

In addition, you have the right to lodge a complaint with a data protection supervisory authority in accordance with Art. 77 GDPR if you believe that your personal data is being processed unlawfully. The right to lodge a complaint exists without prejudice to any other administrative or judicial remedy.

If the processing of data is based on your consent, you are entitled to withdraw your consent to the use of your personal data at any time in accordance with Art. 7 GDPR. Please note that the revocation only takes effect for the future. Processing that took place before the withdrawal is not affected. Please also note that we may have to retain certain data for a certain period of time in order to comply with legal requirements (see section 8 of this data protection information).

Right to object:

Insofar as your personal data is processed in accordance with Art. 6 para. 1 lit. f GDPR to safeguard legitimate interests, you have the right to object to the processing of this data at any time in accordance with Art. 21 GDPR for reasons arising from your particular situation. We will then no longer process this personal data unless we can demonstrate compelling legitimate grounds for the processing. These must outweigh your interests, rights and freedoms, or the processing must serve the assertion, exercise or defense of legal claims.

To protect your rights, you can contact us using the contact details provided in section 1.

10. NECESSITY OF THE PROVISION OF PERSONAL DATA

The provision of your personal data as part of the application process is voluntary. However, we can only decide to establish an employment relationship or establish an employment relationship with you if you provide the personal data that is necessary to carry out the application.

11. AUTOMATED DECISION-MAKING

The decision on your application is not based exclusively on automated processing. Therefore, there is no automated decision in individual cases within the meaning of Art. 22 GDPR.