

Information obligations for job applicants in line with Article 26, Paragraph 8 of the Federal Data Protection Act (FDPA) 2018

Responsibility for data processing in line with Article 13, Paragraph (1) Letter a)

Company name in line with Article 17, Paragraph 1 of the German Commercial Code (HGB) including the contact details of the controller (CEO)

FIMA Maschinenbau GmbH
Oberfischacher Straße 58
74423 Obersontheim

Michael Hansen
Rainer Dietz

Contact details of the data protection officer in line with Article 13, Paragraph (1) Letter b) of the GDPR

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Göppeltstr. 4
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Purposes and legal bases of data processing, in line with Article 13, Paragraph (1) Letter c) of the GDPR

The personal data of the job applicant are processed for the purpose of establishing the employment relationship.

The legal basis arise from Article 6 of the GDPR and Article 26 of the FDPA-new (data processing for the purpose of the employment relationship). This also includes the relevant works agreements, contractual regulations and internal company guidelines/regulations of FIMA Maschinenbau GmbH.

Consent to further data processing on conclusion of the application procedure and performance of a recruitment test.

Processing is to protect the legitimate interests of the controller or a third party in line with Article 13, Paragraph (1) Letter d) of the GDPR

Insofar as it is necessary we process your data beyond the actual fulfilment of the contract in order to preserve our legitimate interests or those of third parties. They include:

- applicant management
- assertion of legal claims and defence in case of legal disputes
- measures for building and plant security (e.g. access control) and preserving the right to determine who is allowed or denied access

Categories of recipients of personal data (data transmission) in line with Article 13, Paragraph (1) Letter e) of the GDPR

Within Germany, the European Union and European Economic Area
Germany

Groups of companies and other public bodies for fulfilling statutory obligations and for requested certifications.

Third countries including adequacy decision in line with Article 13, Paragraph (1) Letter f DSGVO of the GDPR

No data are forwarded to third countries

Retention period in line with Article 13, Paragraph (2), Letter a)

The respective purposes arise from the legal specifications and relevant sector-specific regulations. Personal data are erased once the purpose is fulfilled.

Rights of the data subject in line with Article 13, Paragraph (2), Letter b)

You can exercise your rights at any time via the above contact details. If your personal data are processed, you are a data subject within the meaning of the GDPR and are entitled to the following rights vis-à-vis the controller:

Information on the rights of data subjects

The data subject is entitled to demand from the controller confirmation of whether personal data about them are processed; if this is the case, they have the right to access information about these personal data and to the information listed in detail in Article 15 of the GDPR.

The data subject is entitled to demand from the controller the immediate correction of personal data about them that is incorrect and if necessary to demand completion of incomplete personal data (Article 16 of GDPR).

The data subject has the right to demand of the controller that they immediately erase personal data about them, insofar as one of the reasons listed in Article 17 of the GDPR applies, for instance when the data are no longer required for the purposes pursued (right to erasure).

The data subject has the right to demand of the controller the restriction of processing if one of the prerequisites listed in Article 18 of the GDPR, for instance if the data subject has filed an objection to processing, while the controller reviews the case.

The data subject has the right to file an objection to the processing of their personal data at any time for reasons relating to their particular circumstances. The controller will then no longer process the personal data, unless they can prove urgent legitimate reasons for processing, which take precedence over the interests, rights and freedoms

of the data subject, or processing is for the purpose of asserting, exercising or defending legal rights (Article 21 of the GDPR).

Rights of the data subject in line with Article 13, Paragraph (2), Letter c) DSGVO

Insofar as you have given your consent to us to process your personal data for specific purposes (e.g. to process the data subject's pictures), the legitimacy of this processing is based on your consent.

Once granted, consent can be revoked at any time. This also applies to revoking declarations of consent granted before the GDPR came into effect, thus before 25 May 2018.

Please note that the revocation is only effective for the future. Processing performed before your revocation is not affected.

Right to complain to a supervisory authority in line with Article 13, Paragraph (2), Letter D) of the GDPR

Irrespective of any other administrative rights under law or legal redress, every data subject has the right to lodge a complaint with a supervisory authority if they are of the opinion that the processing of personal data about them breaches the GDPR (Article 77 of the GDPR). The data subject can assert this right to a supervisory authority in the member state of their place of residence, their workplace or the place where the alleged breach took place.

In Baden-Württemberg the responsible supervisory authority is:

The State Commissioner for Data Protection and Freedom of Information

Office address
Königstrasse 10 a
70173 Stuttgart

Postal address
Postfach 10 29 32
70025 Stuttgart

Tel.: 0711/615541-0
Fax: 0711/615541-15
Email poststelle@ldfi.bwl.de

Personal data provided in line with Article 13, Paragraph (2) Letter e) of the GDPR

As part of our business relationship you only need to provide the personal data required for the establishment, execution and termination of the employment relationship or data which are required by law to collect. Without these data we will generally be unable to execute the employment relationship.

Amendment of the privacy policy

Change of purpose

We reserve the right to amend this privacy policy taking into account data protection regulations. The current version can be found on our Internet website under privacy policy. You can also request the current version at any time via the above contact details. If we intend to process your data for other purposes than those for which they were collected, we shall notify you of this in advance in compliance with the legal provisions.

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