

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 the personal data provided by you and, if applicable, collected by us as part of the application process and your rights in this regard. Please take note of the following information.

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1. Controller within the meaning of data protection law

INTERCOPE International Communication Products Engineering GmbH
Himmelstraße 12-16, 22299 Hamburg, Germany

2. Contact details of the data protection officer

Anna Lumack
INTERCOPE GmbH, Himmelstraße 12-16, 22299 Hamburg, Germany
E-mail: data.privacy@intercope.com

3. Purposes and legal bases of the 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 to establish an employment relationship with us. The legal basis for this is

Article 88 GDPR as well as Section 26 BDSG for the purposes of the employment relationship, if this is necessary for the decision on establishing an employment relationship (Section 26 BDSG).

Furthermore, we may process your personal data if this is necessary to fulfil legal obligations (Article 6(1)(c) GDPR) or to defend or assert legal claims. The legal basis for this is Article 6(1).

If you give us your express consent to process personal data for specific purposes (e.g. transfer to third parties), this processing is lawful on the basis of your consent pursuant to Article 6(1)(a) GDPR. Consent given can be revoked at any time with effect for the future (see Section 9 of this Privacy Statement).

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

4. Categories of personal data

We only process data that is related to your application. This may be general personal data (name, address, contact details, etc.), information on your professional qualifications and school education, information on further professional training and, if applicable, other data that you provide to us in connection with your application.

5. Data sources

We process your personal data that we have received directly from you or via third parties such as recruitment agencies in the course of contacting you or your application.

6. Recipients of the data

We only pass on your personal data within our company to the departments and persons relevant to the application process who need this data to decide on a possible employment relationship.

We may transfer your personal data to our affiliated companies to the extent permitted by the purposes and legal bases set out in Section 3 of this Privacy Statement.

Otherwise, data is only passed on 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

There is not data transfer to a third country.

8. Duration of data storage

We store your personal data as long as this 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 procedure (e.g. notification of rejection), unless longer storage is legally required or permitted. We store your personal data beyond this only insofar as this is required by law or in the specific case for the assertion, exercise or defence of legal claims for the duration of a legal dispute.

In the event that you have consented to a longer storage of your personal data, we will store it in accordance with your declaration of consent.

If an employment, training or internship contract is established following the application process, your data will initially continue to be stored to the extent necessary and permissible and then transferred to the personnel file.

9. Your rights

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

Furthermore, you have the right to lodge a complaint with a data protection supervisory authority in accordance with Article 77 GDPR if you are of the opinion that the processing of your personal data is not lawful. The right of appeal is without prejudice to any other administrative or judicial remedy.

If the processing of data is based on your consent, you are entitled to revoke your consent to the use of your personal data at any time in accordance with Article 7 GDPR. Please note that the revocation is only effective for the future. Processing that took place before the revocation is not affected. Please also note that we may need to retain certain data for a certain period of time in order to comply with legal requirements (see Section 8 of this Privacy Statement).

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

10. Necessity of the provision of personal data

Providing your personal data as part of an application is voluntary. However, we can only make a decision on establishing an employment relationship or establish an employment relationship with you if you provide such personal data that is required to process the application.

11. Automated decision-making

The decision about applications generally does not use fully automated decision-making pursuant to Article 22 GDPR. The decision about your application is not generally based on automated processing. There is therefore no automated decision pursuant to Art. 22 GDPR.

We process personal data that we receive from you by post or email when you submit your application, or that you transmit to us using the contact form on our website.