

## **Data protection information for applicants (m/f/d) in accordance with Art. 13 of the General Data Protection Regulation (GDPR)**

Thank you for your interest in working for our company as an employee (m/f/d) or trainee (m/f/d). We would like to inform you below about the extent to which your personal data will be processed in the application process and what rights you have as a data subject.

### **Responsible body for data protection**

Armaturenfabrik Franz Schneider GmbH + Co KG  
Bahnhofplatz 12  
74226 Nordheim  
Nordheim, Germany

Telephone: +49 7133-101-0  
E-Mail: [contact@as-schneider.com](mailto:contact@as-schneider.com)  
Internet: [www.as-schneider.com](http://www.as-schneider.com)

represented by: Mr. Rolf Kummer

### **Contact details of our data protection officer**

Data protection officer  
Armaturenfabrik Franz Schneider GmbH + Co KG  
Bahnhofplatz 12  
74226 Nordheim  
Nordheim, Germany

E-mail: [datenschutzbeauftragter@as-schneider.com](mailto:datenschutzbeauftragter@as-schneider.com)

### **Purpose of processing and legal basis**

We process your personal data from your application as part of the selection process, insofar as this is necessary. The processing is carried out exclusively for the purpose of assessing your suitability, qualifications and professional performance with regard to the position for which you are applying and for contacting you as part of the application process.

The processing of your application documents is based on Art. 6 Para. 1 S.1 lit. b GDPR in conjunction with § Section 26 of the Federal Data Protection Act (BDSG). If we have received your consent to data processing, e.g. for inclusion in the applicant pool, Art. 6 para. 1 sentence 1 lit. a, 7 GDPR in conjunction with Section 26 para. 2 BDSG are applicable. § Section 26 (2) BDSG are the legal basis.

The processing of special categories of personal data in accordance with Art. 9 GDPR serves the exercise of rights or to fulfill legal obligations arising from labor law, social security law or social protection. The legal basis for this is Art. 9 para. 2 lit. b GDPR in conjunction with § Section 26 (3) BDSG.

### **Online application**

If you would like to apply as a trainee (m/f/d), you have the option of applying online via our website <https://ausbildung.as-schneider.com/>. The data is transmitted in encrypted form.

### **Communication by e-mail**

We cannot guarantee complete data security for applications or correspondence sent by e-mail, so we recommend that you send them by post. Alternatively, you can use a compression program for encryption, e.g. 7zip. In this case, you would have to give us the password by telephone.

### **Recipients**

Access to your applicant data within Armaturenfabrik Franz Schneider GmbH + Co. KG is only granted to those persons who need it for the proper course of our application procedure.

Access to your application data will only be granted to the employees (m/f/d) of the HR department - who are responsible for the job advertisement - and, depending on the application process stage, other employees (m/f/d) of Armaturenfabrik Franz Schneider GmbH + Co KG (future direct superior (m/f/d), management, works council).

If you have applied for a job vacancy at one of our subsidiaries, they will receive your application documents. The relevant subsidiary can be found in the respective job advertisement.

We use various service providers to fulfill our contractual and legal obligations and for data processing. E.g. IT service providers, employment agency, shipping service providers. The service providers may only use the data for the agreed purpose. In the case of commissioned processing, the service provider acts on our behalf and in accordance with our instructions. An order processing contract has been concluded with them on the basis of Art. 28 GDPR.

We are supported by Polymundo AG during the application process.

### **Data transfer to a third country**

We do not intend to transfer your personal data to a third country.

Exception: You have applied for a job vacancy at one of our subsidiaries based outside the European Union (EU) or the European Economic Area (EEA). The transfer takes place on the basis that the EU Commission has confirmed an adequate level of data protection in the third country or that other appropriate data protection guarantees, e.g. EU standard contractual clauses, are in place.

### **Deletion of your data**

Your personal data that we have processed as part of an application procedure or unsolicited application will be deleted six months after a rejection has been sent (legal basis: Section 61 (1) ArbGG in conjunction with Section 15 AGG).

Data will be stored for longer if you have given us your consent, e.g. inclusion in our applicant pool, or if we need to defend ourselves against claims that have been asserted.

If you are hired, your application data will be stored to establish your employment relationship. It will be stored for at least the duration of your employment and is subject to the applicable deletion periods for the corresponding data categories.

### **Provision of personal data**

The provision of your personal data is voluntary. If you do not provide the data that enables the initiation of an employment relationship, participation in the application process is not possible.

### **Automated decisions in individual cases or profiling**

There is no automated individual decision-making or profiling.

### **Your rights under the Data Protection Act**

As we process your personal data, you are a “data subject” (m/f/d) within the meaning of the GDPR. You therefore have the right

- to withdraw your consent given to us at any time (Art. 7 (3) GDPR).
  - The withdrawal of consent does not affect the lawfulness of processing based on consent before its withdrawal. Please use the e-mail address [jobs@as-schneider.com](mailto:jobs@as-schneider.com) for your revocation.
  - to information about which of your personal data we process and to the information listed in detail in Art. 15 GDPR.
  - to rectification of incorrect or completion of your personal data stored by us (Art. 16 GDPR).
  - to the erasure of your personal data processed by us, provided that the conditions set out in Art. 17 GDPR are fulfilled.
  - to restriction of the processing of your personal data processed by us, insofar as Art. 18 GDPR provides for this.
  - to receive your personal data, which you have provided to us, in a structured, commonly used and machine-readable format or to request the transmission to another controller (Art. 20 GDPR)
  - to object, on grounds relating to your particular situation, at any time to processing of personal data concerning you which is based on point (e) or (f) of Article 6(1) GDPR pursuant to Article 21 GDPR. Please use the e-mail address [jobs@as-schneider.com](mailto:jobs@as-schneider.com) for your objection.
- Exceptions: We can demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms, or the processing serves the establishment, exercise or defense of legal claims.

Please contact us if you wish to assert a data subject right.

### **Possibility to lodge a complaint**

If you are of the opinion that the processing of your personal data by us is unlawful, you can contact a supervisory authority in the member state of your place of residence, your place of work or the place of the alleged infringement (Art. 77 para. 1 GDPR).

The contact details of the data protection supervisory authority of the federal state in which Armaturenfabrik Franz Schneider GmbH + Co KG is based are

State Commissioner for Data Protection and Freedom of Information Baden-Württemberg  
P.O. Box 10 29 32  
70025 Stuttgart

Telephone: +49 711-615541-0  
E-mail: [poststelle@lfdi.bwl.de](mailto:poststelle@lfdi.bwl.de)  
Internet: <https://www.baden-wuerttemberg.datenschutz.de>

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