



PRIVACY INFORMATION FOR APPLICANTS

We offer you the opportunity to apply to us (e.g. by e-mail or post). In the following, we inform you about the scope, purpose and use of your personal data collected as part of the application process. We assure you that the collection, processing and use of your data will be carried out in accordance with applicable data protection law and all other legal provisions and that your data will be treated in strict confidence.

1. RESPONSIBLE BODY IN THE SENSE OF DATA PROTECTION LAW

ELGO Electronic GmbH & Co, KG Carl-Benz-Str. 1, D-78239 Rielasingen
Phone: +49 7731 9339 0
E-mail: info@elgo.de

2. CONTACT DETAILS OF OUR DATA PROTECTION OFFICER

vimopro GmbH
Phone: +49 7721 69811 51
E-mail: datenschutz@elgo.de

3. PURPOSES AND LEGAL BASES OF PROCESSING

We process your personal data in accordance with the provisions of the European Data Protection Regulation (EU 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 § 26 BDSG-neu and, if applicable, Art. 6 para. 1 lit. b GDPR for the initiation or implementation of contractual relationships.

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 defense of asserted legal claims against us (Art. 6 para. 1 lit. f GDPR). The legitimate interest is, for example, a duty to provide evidence in proceedings under the General Equal Treatment Act (AGG).

If an employment relationship arises between you and us, we may, in accordance with Art. 88 GDPR in conjunction with § 26 BDSG-neu, continue to process the personal data already received from you for the purposes of the employment relationship (no change of purpose), 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 representation resulting from a law or a collective agreement, a works or 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. SOURCES OF THE DATA

We process personal data that we have received from you by post or e-mail in the course of contacting you or your application.

6. RECIPIENT 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.

7. TRANSMISSION TO A THIRD COUNTRY

A transfer to a third country does not take place.

8. DURATION OF DATA STORAGE

We store your personal data as long as it is necessary for the decision on your application. Your personal data or application documents will be deleted a maximum of six months after the end of the application process (e.g. notification of the rejection decision), 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 defense of legal claims for the duration of a legal dispute.

If 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 relationship, apprenticeship or trainee relationship is established following the application process, your data will initially continue to be stored insofar as this is necessary and permissible and will then be transferred to the personnel file.

9. NECESSITY OF THE PROVISION OF PERSONAL DATA

The provision of personal data within the scope of application processes is neither legally nor contractually required. You are therefore not obliged to provide information about your personal data. However, please note that these are required for the decision on an application or the conclusion of a contract in relation to an employment relationship with us. If you do not provide us with any personal data, we will not be able to make a decision regarding the establishment of an employment relationship. We recommend that you only provide personal data in your application that is required to complete the application.

10. AUTOMATED DECISION MAKING

Since the decision on your application is not based on automated processing, no automated decision in individual cases within the meaning of Art. 22 GDPR takes place.