

Data Protection Declaration for Applicants

This data protection declaration is in addition to our existing General data protection declaration, which provides you with specific information about how we process your personal information as part of the website visit or for non-application specific topics.

We, the B-Horizon GmbH (Bruckdorfer Straße 34, 93161 Sinzing), responsible body in the sense of data protection laws, are pleased about your interest in employment in our house and your online application.

We process personal data of applicants only in compliance with the relevant data protection regulations. This means that the data of the applicants will be processed only if a legal permission exists, that is, if the data processing is required by law, a consent of the applicants under Article 6 paragraph 1 letter a DS-GVO exists or because of our legitimate interests within the meaning of Article 6 paragraph 1 letter f DS-GVO.

The data processing which takes place in the context of an application process, we explain to you, in accordance with Art. 13 DS-GVO, in detail below.

By accepting our data protection declaration regarding our online application process, you consent to B-Horizon GmbH storing and processing your data for the purpose of conducting an application process.

1 Data collection

We collect and store all data that you provide us with through your application. Therefore, in your online application, we collect and process the following personal application data in particular:

- Name
- First Name
- Address
- Phone number
- E-Mail
- Photo
- Application documents (letter of application, curriculum vitae, testimony, certificates, etc.)
- As well as possibly further voluntary personal information.

If you apply through our job board, we can collect access information, such as, for example the IP-address of your access device. For more information, please refer to our data protection declaration on our website.

2 Purpose of data processing and legal bases

We collect and process your personal data in order to be able to carry the application process out. The data provided by you will be used for the processing of your application, in the case of the come about of an employment relationship also for the execution of the employment relationship. Processing for another purpose does not take place. The legal basis is § 26 para. 1 combined with para. 8 p. 2 BDSG (new) and § 22 para. 1b) BDSG (new).

In consent is required for processing (for example for inclusion in our pool of applicants), § 26 BDSG (new) combined with Art. 7 DSGVO the legal basis.

Furthermore, we may process personal data about you, as far as this is required to defend against asserted legal claims from the application process against. The legal basis is Art. 6 para. 1b) and f) DSGVO. The legitimate interest is, for example, a burden of proof in proceedings under the General Equal Treatment Act (AGG).

Insofar as an employment relationship exists between you and us, we may process the personal data you have already received pursuant to § 26 para. 1 BDSG (new) for employment purposes. This is done if it is necessary for the performance or termination of the employment relationship or for the exercise or performance of the rights and obligations of the employees' interests arising from a law or collective agreement, a service or service agreement (collective agreement).

3 Transfer

A transfer of data to third is only within the scope of the statutory requirements and only as far as shown in the data protection declaration.

The responsible employees of B-Horizon GmbH who are involved in the relevant personnel selection process, are given access to your data. Therefore, your application data can be passed on within the company according.

If we use subcontractors (also called sub-processors, hereinafter subcontractors) to provide our services, we will take appropriate legal precautions and appropriate technical and organizational measures to protect personal data in accordance with applicable law.

Personal information will also be disclosed to government agencies and/or law enforcement agencies if required by law or required to protect our legitimate interests in accordance with applicable law.

Any further use or transfer of your applicant data will not take place.

4 Data security

Your data is encrypted and then stored in a database. B-Horizon stores and processes your data in accordance with the applicable data protection regulations and treats them confidentially. All personal data collected and processed by us as part of an application are protected against unauthorized access and manipulation by means of technical and organizational measures.

5 Storage (duration of processing)

Is no further activities result from the application process and no employment relationship is established, we commit to delete the submitted personal data after 24 months.

6 Pool of applicants

In the event that you have applied for a specific position and it should already be occupied, or if we also consider you to be in a different position or better qualified or if you have applied initiative, we will pass your application on within our company to consider you for future application procedures – if you have consented to this data processing by creating the applicant profile by clicking on the appropriate checkbox.

7 Deletion of data / Revocation of consent

If you withdraw your application, your data will be deleted immediately. If you would like to object one of the consent given in the application process for the collection, processing and use of your personal data, please send an e-mail to: career@b-horizon.com.

8 Consent

By accepting our data protection declaration regarding to our online application process, you agree that all personal information contained in your application will be collected by B-Horizon GmbH for the purpose of conducting an application process and processed,

used and shared in accordance with our data protection declaration and the latest data protection laws.

By accepting that your data may be stored when you create your application profile to contact them for other suitable vacancies, if your application is unsuccessful or if you have applied initiative, you agree that B-Horizon GmbH will pass on your data for 24 months in accordance with our data protection declaration and the current data protection laws within the Group to consider and contact you in the case of a (different) vacant position.

9 Your rights as an affected person

According to the DS-GVO you have the right to:

- Information about the processing of your data
- Correction or Deletion of your data
- Opposition to the processing
- Data portability
- Revocation of your given consent with effect for the future
- Complaint to the data protection supervisory authority. Your competent supervisory authority is that of your place of residence.

10 Questions about privacy

If you have questions about privacy, please send an e-mail to career@b-horizon.com.

Further information can be found in the privacy policy at www.b-horizon.com.