

Data protection notice for applicants (d/f/m) in terms of Art. 13 GDPR (General Data Protection Regulation)

1. Controller and data protection officer

The "controller" for data processing within the meaning of Art. 13 GDPR is:

FMC Industrial GmbH
Wasserkunst 1a
28199 Bremen
Phone: +49 421 3013 500
E-mail: info@fmc-industrial.de

You can reach our data protection officer as follows:

FIDES IT Consultants GmbH
E-mail: datenschutz@fmc-industrial.de

2. Purpose of processing

As part of your application process, we process personal data from you. In particular, this includes your name, address, date of birth, marital status, telephone number and e-mail address, as well as your application documents as the basis for the selection decision (letter of application, CV, references, proof of training, certificates, etc.).

Your data will be processed solely for the purpose of processing your application (application management) and checking your professional and personal suitability for the position for which you have applied and, if applicable, other vacant positions in our company.

The provision of your personal data is necessary to establish the employment contract. Failure to provide the data may result in the contract not being concluded. We recommend that you only provide personal data as part of your application that is required to complete the application.

3. Legal bases of the processing

The processing of applicant data is based on Art. 88 GDPR, § 26 BDSG (German Federal Data Protection Act; Establishment and implementation of the employment relationship).

If you have provided us with particularly sensitive data within the meaning of Art. 9 GDPR (e.g. health data, data on your ethnic or racial origin or physical limitations) in connection with your application, we will only process this data if this is permitted under data protection law or if you have given your express consent to do so in accordance with Art. 6 par. 1 lit. a GDPR.

In individual cases, processing may be carried out in accordance with Art. 6 par. 1 lit. f GDPR within the framework of a legitimate interest, for example, if the personal data is required to assert or defend legal claims (§ 24 par. 1 no. 2 BDSG). In addition, under certain circumstances, the processing of health data for the assessment of your ability to work may be necessary pursuant to Art. 9 par. 2 lit. h GDPR in conjunction with § 22 par. 1 no. 1 lit. b BDSG may be necessary.

Any further use or disclosure of your data will take place insofar as this is necessary based on Art. 6 par. 1 lit. c GDPR for the fulfilment of legal obligations.

The processing of your data is exclusively for a specific purpose. Automated decision-making within the meaning of Art. 22 par. 1 GDPR does not take place.

4. Receiver of the data

Processing within the group of companies and at affiliated companies

Your data will be forwarded to the departments responsible for the application process at FMC Industrial, which will decide on the selection of personnel.

In addition, your data may be forwarded to other companies within the FMC Group based on Art. 6 par. 1 lit. f, recital 48 GDPR (legitimate interest), e.g. in order to check your suitability for filling other positions in our group companies.

External service providers

We use external service providers on the basis of Art. 28 GDPR (commissioned processing) to support internal administrative and IT processes, e.g., for hosting or the administration and maintenance of IT systems, the support of administrative processes and the provision of business software. The service providers are obliged to maintain confidentiality and may only use your personal data strictly for the purpose of fulfilling the contracts concluded between the service providers and us.

Some of our commissioned service providers or their affiliated companies are based in third countries, i.e., countries outside the European Union or other contracting states of the Agreement on the European Economic Area. If the contractually agreed data processing is carried out in a third country, the special requirements of Art. 44 et seq. GDPR are considered (e.g., by using EU standard data protection clauses or by means of existing adequacy decisions). All service providers are obliged to comply with the data protection regulations for third country transfers.

5. Duration of the storage of the personal data

Your personal application data is regularly deleted or destroyed six months after completion of the application process. If you have given your consent for longer storage based on Art. 6 par. 1 lit. a GDPR, the deletion or destruction will take place after the expiry of the period agreed in the consent. If legal provisions or an ongoing legal dispute prevent deletion, your data will be deleted or destroyed after the legal provisions no longer apply or after the legal dispute has been concluded.

If the application process has led to the conclusion of an employment contract, we will continue to process the personal data already received from you for the purposes of the employment relationship. We will include the application documents in your personnel file.

6. Right of withdrawal for consent

If you have given us consent, you have the right to revoke the declared consent at any time with effect for the future. The revocation of consent does not affect the lawfulness of the processing carried out based on the consent until the revocation. The revocation can be addressed to: datenschutz@fmc-industrial.de.

7. Data subject rights

You have the right to obtain information about the processing of personal data concerning you as well as the information listed in detail in Art. 15 GDPR. If the personal data in question is inaccurate or incomplete, you may request that it be corrected or completed (Art. 16 GDPR). If one of the reasons listed in Art. 17 GDPR applies, you have the right to request the immediate deletion of your personal data. Under the conditions of Art. 18 GDPR, you may request the restriction of processing and, pursuant to Art. 20 GDPR, data portability.

Under the conditions of Art. 21 GDPR, you have the right to object to the processing of your personal data.

If you believe that the processing of your personal data violates the data protection provisions of the GDPR, you may lodge a complaint with the competent data protection supervisory authority pursuant to Art. 77 of the GDPR:

The State Commissioner for Data Protection and Freedom of Information Bremen
(„Die Landesbeauftragte für Datenschutz und Informationsfreiheit Bremen“)

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27570 Bremerhaven
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