

DATA PROTECTION INFORMATION FOR APPLICANTS TO WASA AG

Information on data protection when processing your personal data as applicant in accordance with Art. 13 and 14 of the General Data Protection Regulation (GDPR).

Dear Sirs,

We herewith inform you in accordance with the specifications of Art. 13 and 14 of the General Data Protection Regulation (GDPR) on the processing of the personal data collected about you as well as your rights on data protection in this respect. Please note the following in order to guarantee that you are informed to the full extent on the processing of your personal data within the framework of your application to our company.

1. PERSON IN CHARGE ACCORDING TO GDPR ART. 4, No 7

WASA AG
Represented by the Directors Messrs. Matthias Bechtold and Jannik Webel
Europaplatz 4
64293 Darmstadt
Tel.: +49 6151 7808-500
Mail: info@wasa-technologies.com

2. CONTACT DATA OF OUR DATA PROTECTION OFFICER

The data protection officer of WASA AG
Mr. Kai Schwardt
on the premises of WASA AG
Europaplatz 4
64293 Darmstadt
Mail: datenschutz@wasa-technologies.com

3. PURPOSES AND LEGAL BASES OF PROCESSING

We process your personal data in accordance with the provisions of the European General Data Protection Regulation (EU-GDPR) and the Federal Data Protection Law (BDSG), as far as this is necessary for the processing and assessment of your application by our company. The legal basis is Art. 88 GDPR read together with § 26 BDSG-new on justification of a working relationship as well as Art. 6 Para 1b GDPR for initiation or implementation of contractual relationships.

Furthermore, we can process your personal data, as far as this is necessary, to defend ourselves against legal claims from the application process. The legal basis is Art. 6 Para 1f GDPR. The justified interest is burden of proof for example within the framework of legal procedures. If you grant us an explicit consent to process your personal data for certain purposes, then this provides the legality of this processing on the basis of your consent according to Art. 6 Para 1a GDPR. A given consent can be revoked with effect for the future (see Item 9 of this information on data protection) at any time.

4. CATEGORIES OF PERSONAL DATA

We process only such data which is relevant to your application to our company. This could be general data about your person (name, address, contact data, email address, telephone number etc.), curriculum vitae, certificates, details on the professional career, application photographs as well as all other personal data, which you have provided to us within the framework of your application.

5. SOURCES OF THE DATA

The collection of your data is made basically by you yourself. The processing of the personal data provided by you is necessary for the examination and assessment of your application as well as to justify an employment contract.

The provision of your personal data is necessary within the framework of the application process. If you do not provide the required data, your application cannot be verified and assessed.

6. RECIPIENT OF THE DATA

We forward your personal data exclusively within our company to the departments and persons who need this data for verification and assessment of your application. This is in particular our Management, our Department of Human Resources as well as the competent department heads.

Your personal data will be processed on our account or on our order management basis according to Art. 28 GDPR. In this case we ensure that the processing of personal data is in harmony with the provisions of the GDPR. The categories of recipients in this case are providers of internet services as well as employee management systems and software.

Over and above that your personal data will be forwarded perhaps for joint application processes to the WASA Compound GmbH & Co. KG.

Forwarding data to recipients outside our company takes place only, if legal provisions require or demand the forwarding for settlement and for fulfilling the application process, if we have your consent or we are justified in defence of claims.

7. TRANSMISSION TO A THIRD COUNTRY

It is not planned to transmit to a third country.

8. DURATION OF DATA STORAGE

Your data will be deleted 3 months after conclusion of the application process if your application has been rejected.

In case you have agreed for a further storage of your personal data in accordance with Art. 6a, we will enter your data in the applicants' pool. There the data will be deleted after 12 months.

Your application documents will be kept in your personal file, if you are selected within the framework of the selection process for employment in our company

9. YOUR RIGHTS

Every person concerned has the right to information according to Art. 15 GDPR, the right to rectification according to Art. 16 GDPR, the right to deletion according to Art. 17 GDPR, the right to limitation of the processing according to Art. 18 GDPR, the right to communication according to Art. 19 GDPR as well as right to data portability according to Art. 20 GDPR.

Over and above that the right to appeal to a supervisory authority for data protection according to Art. 77 GDPR, if you are of the view that your personal data has not been processed correctly. The right to appeal exists regardless of other administrative or legal remedies.

The competent data protection supervisory authority can be contacted as follows:

The Hessian Representative for data protection and information freedom
Post Box 3163
65021 Wiesbaden
Telephone: +49 611 1408 – 0
Telefax: +49 611 1408 – 900
Mail: poststelle@datenschutz.hessen.de
<https://datenschutz.hessen.de>

If the processing of data has occurred on the basis of your consent, you are entitled to revoke your consent to your personal data at any time according to Art. 7 GDPR. Please note that the revocation takes effect only in the future. Processing that has occurred before the revocation are not affected by this. Please note also that we have to save certain data to meet legal provisions for a certain period of time (see Item 8 of this data protection information).

Right to object

If the processing of your personal data according to Art. 6 Para 1f GDPR occurred to safeguard justified interests, you have the right, in accordance with Art. 21 GDPR, to object to the processing of these data for reasons, which resulted from your special situation. We will not process this personal data anymore, unless we can prove compulsorily protect-worthy reasons for processing. This has to predominate your interest, rights and freedom or the processing has to serve the enforcement, exercising or defence of legal claims. You may contact us to safeguard your rights.

10. AUTOMATED DECISION-MAKING

There is no automated decision in the individual case in terms of Art. 22 GDPR.

Moreover, you have the right to approach our data protection representative at any time, who is bound by secrecy as regards your query. The contact data is to be found on Page 1 under Item 2.

Darmstadt, 01.01.2023
WASA AG