



Privacy Statement for Job Applicants (Article 13 General Data Protection Regulation (GDPR))

This privacy policy informs you about the processing of your personal data during the application process at DFS-Diamon GmbH. Your personal data belong to art. 4 no. 1 GDPR all information that relates to or can relate to you.

Personal information and personal data

During your employment relationship, we will collect and process information (both paper and digital). These data may include:

- Surname
- Address
- Date of birth
- Place of birth
- religion
- Marital status
- Payroll data
- Tariff classification
- qualification data
- Reviews
- Other data of relevance in the context of a job application

Information about disabilities and other health information may possibly also be included.

Purposes of collection and processing

DFS-Diamon GmbH processes your personal data exclusively for employment and business purposes, which are related to your role and function in our company. This includes:

- Assessment of potential employment relationship

Competent DFS-Diamon GmbH employees will collect and process the personal data of applicants for the purpose of processing the application process. The processing can also be done electronically. This is particularly the case if an applicant submits the relevant application documents to DFS-Diamon GmbH by electronic means, for example by e-mail or via a web form available on the website. If DFS-Diamon GmbH concludes a contract of

employment with an applicant, the data transmitted will be stored for the purposes of the employment relationship in accordance with the law.

Your privacy rights

You have the following rights with respect to your personal data:

- right to information
- right to rectification or deletion
- right to restriction of processing
- right to object to the processing
- right to data portability.

Please contact the Human Resources Department or the Corporate Data Protection Officer if you have any questions about your rights or how to enforce your rights,

Legal basis for the processing of your personal data

The legal basis for the processing of your personal data for employment purposes is Art. 6 para. 1 lit. b GDPR (contract performance) or Art. 6 para. 1 lit. f GDPR (legitimate interest of the company). A legitimate interest can be established e.g. for internal organizational and administrative purposes, to protect the company's assets, data processing equipment and data. A processing of your data is permitted here, if the protection of your interests, fundamental rights and fundamental freedoms does not prevail.

We may also seek the consent of the applicant in order to process or transmit your data. Your consent in these cases is voluntary and may be revoked by you, unless otherwise agreed, for the future at any point in time.

Responsible body for the processing of your personal data

The responsible and responsible place for the processing and your personal data is the HR department of DFS-Diamon GmbH.

Duration of storage

The application documents will be automatically deleted 6 months after the communication of the rejection decision if no employment contract is concluded with the candidate, unless deletion precludes other legitimate interests of the DFS-Diamon GmbH staff processing the application data. Other legitimate interests are in this context e.g. a burden of proof in legal or other proceedings under the General Equal Treatment Act (AGG).

Complaints about the processing of your personal data

If you have any concerns or questions about the processing of your personal information, you may contact the HR department, the External Data Protection Officer or the Data Protection Supervisor:

External Data Protection Officer:

Mr. Michael Gruber
BSP SECURITY
Thundorferstraße 10
D-93047 Regensburg
Mail: michael.gruber@bsp-security.de

Data protection supervisory authority:

Bayerisches Landesamt für Datenschutzaufsicht
Promenade 27 (Schloss)
D-91522 Ansbach
Phone: +49 981 53-1300
Mail: poststelle@lda.bayern.de