

Information about the processing of data from applicants

according to Section 13 and 14 GDPR

DS016

Confidentiality:
internal

Page 1 of 3

Version 2.0
25.05.2018

Data privacy notice for applicants

Thank you for interest in us and that you want to apply or have applied for a position in our company. In the following, you will find information on the processing of your personal data in connection with your application.

Who is responsible for the data processing?

The responsible party according to the data protection law is

CHANGE Sportswear GmbH & Co. KG
Industriestr. 2a
93192 Wald/Roßbach

Phone +49 (0) 9463 8402 400
kontakt[at]cambio.de

Legal representative: Managing Directors Karl-Heinz Gansbühler, David Gansbühler

Which of your data are we going to process? And for what purpose?

We process the data that you have sent us in connection with your application so that we can consider your qualifications for the position (or possibly other open positions in our company) and carry out the application process.

What is the legal basis for this?

The legal basis for the processing of your personal data in this application process is primarily § 26 BDSG (Federal Data Protection Act) in the applicable version from 25.05.2018. According to this, the processing of data required for making decisions about employment is admissible.

Should the data be required for prosecution purposes after the conclusion of the application process, the data may be processed in accordance with Section 6 GDPR, especially for safeguarding legitimate interests according to Section 6 Para. 1 lit. f) GDPR. It is then in our interest to assert or fend off any claims.

For how long are the data stored?

Information about the processing of data from applicants

according to Section 13 and 14 GDPR

DS016

Confidentiality
internal

Page 2 of 3

Version 2.0
25.05.2018

In case of a negative reply, the data of applicants will be deleted after 6 months.

In case that you have agreed to a continued storage of your personal data, we will save your data in our applicant pool where the data will be deleted after two years.

Should you have received a positive reply for a position in the course of the application process, the data will be transferred from the applicant data system to our Human resource management system.

To whom will the data be disclosed?

We use a specialised software provider for the application process. The company works for us as a service provider and might be exposed to your personal data in connection with the maintenance and service of the systems. We have concluded a so-called order processing agreement with this provider that will ensure that the data processing is reliable.

Your applicant data will be viewed by the HR Department once your application has been received. Suitable applications will then be forwarded internally to the person responsible for the respective open position. The further procedure will then be coordinated. In general, only persons that require your data for the proper procedure of your application process have access to your data.

Where will the data be processed?

The data are processed exclusively in computer centres in the Federal Republic of Germany.

Your rights as a "person concerned"

You have the right to receive information about the personal data processed by us.

In case of a non-written request for information, we kindly ask for your understanding that we will then request proof showing that you are the person who you say you are.

In addition, you have the right to the correction or deletion or restriction of the processing provided that you are legally entitled to it.

In addition, you have the right to object to the processing to the extent permitted by law. The same applies to the right to data portability.

Information about the processing of data from applicants

according to Section 13 and 14 GDPR

DS016

Confidentiality:
internal

Page 3 of 3

Version 2.0
25.05.2018

Mailing list: Departments

Our data protection officer

We have appointed a data protection officer in our company. You can contact her as follows:

Dr. Marion Herrmann
Datenschutz Symbiose GmbH, Hundingstr. 10, 95445 Bayreuth
E-mail: datenschutz@cambio.de

Right of appeal

You can appeal to a data protection regulatory authority, for example, if you think that we process your personal data unlawfully. You have the right to appeal to a regulatory authority for data protection about the processing of personal data by us.

Our competent data protection regulatory authority is:

Bayerisches Landesamt für Datenschutzaufsicht (BayLDA)
Promenade 27, 91522 Ansbach
Phone: +49 (0) 981 53 1300
E-mail: poststelle@lda.bayern.de