

Data protection information on the processing of applicant data

The German version of this document is authoritative. The English translation is to be regarded as a service only.

Dear applicant,

The protection of your data and transparent data processing are important to us. For this reason, we would like to inform you about the processing of your data in connection with your application and which claims and rights you are entitled to according to the data protection regulations.

Responsible for data processing

customX GmbH
In den Fritzenstrücker 2
65549 Limburg/Lahn

Contact our data protection officer

Eva-Daniela Jung
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What rights do you have?

You are entitled to request information from customX GmbH about the personal data stored about you at any time.

In addition, you have the right to correct incorrect data, to restrict the processing of data that has been processed too extensively and to delete personal data that has been processed unlawfully or stored for too long (provided that there is no legal obligation to retain it and no other reasons in accordance with Art. 17 para. 3 DSGVO). In addition, you have the right to get all the data you have provided to us in a commonly used file format (right of data portability), if you have provided the data to us as part of a declaration of consent or to fulfil a contract (e.g. a cooperation agreement).

If you also have a right to object to the processing of individual procedures, this will be dealt with in the description of the individual procedures. To assert your rights, you can contact us using the contact details above. You also have the right to complain to a data protection supervisory authority about the processing of your personal data by us.

Voluntary nature of data provision

The provision of your personal data is always voluntary. For the purposes of applicant management, we process the data that you have made available to us.

What data do we process of you?

We process the data that you have made available to us. This usually includes:

- Personal data
- Extended personal data (especially date of birth, marital status, health data if applicable (e.g. information on disability status))

- Private contact data
- Biographical data (from the CV)
- Image data.

Purpose of processing your personal data

Your data is required for the decision on the establishment of an employment relationship (Section 26 (1) BDSG). This means that we process your data for the purpose of a possible recruitment. In individual cases, we will obtain your consent to the processing or transfer of your data. This may be the case, for example, if your application is to be kept for a longer period or if your application is to be considered for another position within our Group. In these cases, your consent is voluntary and can be revoked by you at any time for the future. Your data will only be processed for purposes other than those mentioned above if this processing is permitted in accordance with Art. 6 para. 4 DSGVO and is compatible with the original purposes. We will inform you about this processing before processing your data in this way. If you are hired, we will only include relevant data in your personnel file.

Disclosure of your personal data

During the application management process, there are clear rights of access: only the persons in charge and the decision-makers on recruitment will see your application documents. Your application documents will only be passed on, e.g. for other vacancies in our company or our group of companies, with your prior consent. We use processors to provide special services. Your data will be passed on to them in strict compliance with the obligation of confidentiality and the requirements of the DSGVO. The processors commissioned by us, who may only process the data for us and not for their own purposes, are obliged to comply with the requirements of the General Data Protection Regulation (DSGVO). The responsibility for data processing remains with us in these cases.

Legal basis

We process your personal data for the possible initiation of an employment relationship (Art. 88 DSGVO, Section 26 BDSG). We process your data for pre-contractual measures in the context of applicant management (Article 6(1)(b) DSGVO). In addition, we process your data insofar as this is necessary for the assertion of legal claims and defence in legal disputes and this is necessary for the fulfilment of legal obligations (Article 6 para. 1 lit. f DSGVO and Article 6 para. 1 lit. c DSGVO). We also process your personal data if this is necessary to protect our legitimate interests or those of a third party (Article 6(1)(f) DSGVO).

Deletion of data

If you are not hired, we will delete your data six months after sending you the rejection letter. If you are hired, we will only transfer relevant data to your personnel file.