



**PRIVACY NOTICE
FOR
CANDIDATES
OF THE
HERING SCHUPPENER GROUP**

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1. CONTROLLER

The competent controller within the meaning of the General Data Protection Regulation (GDPR), other data protection laws applicable in member states of the European Union, and other provisions relating to data protection is as follows.

For applicants of the Hering Schuppener Unternehmensberatung für Kommunikation GmbH

Hering Schuppener Unternehmensberatung für Kommunikation GmbH

Address: Berliner Allee 44, 40212 Düsseldorf

Commercial Register: Düsseldorf Local Court, Commercial Register Number HRB 31684

VAT ID: DE171396270

Management Board: Folker Dries, Dr. Hans-Elmar Döllekes

For applicants of the Hering Schuppener Consulting Strategieberatung für Kommunikation GmbH

Hering Schuppener Consulting Strategieberatung für Kommunikation GmbH

Address: Berliner Allee 44, 40212 Düsseldorf

Commercial Register: Düsseldorf Local Court, Commercial Register Number HRB 4065

VAT ID: DE215379414

Management Board: Alexander Geiser, Tina Mentner, Dr Brigitte von Haacke, Dr Phoebe Keibel, Dr Hans-Elmar Döllekes

For applicants of the Hering Schuppener Consulting Corporate Affairs & Public Strategies GmbH

Hering Schuppener Consulting Corporate Affairs & Public Strategies GmbH

Address: Berliner Allee 44, 40212 Düsseldorf

Commercial Register: Düsseldorf Local Court, Commercial Register Number HRB 64949

VAT ID: DE275642786

Management Board: Alexander Geiser, Tina Mentner

2. CONTACT PERSON

The Hering Schuppener Group has appointed a company group data protection officer (DPO) in accordance with Article 37 of the DS-GVO / GDPR.

The contact details of the data protection officer of the Hering Schuppener Group:

Data Protection Officer
Berliner Allee 44
40212 Düsseldorf
e-mail: privacy@heringschuppener.com

3. WHAT SOURCES AND DATA DO WE USE?

We process personal data (Art. 4 No. 2 DS-GVO / GDPR) which we receive from you in the course of the selection and recruitment procedure.

On the other hand, we process personal data that we have permissibly received from third parties (e.g. recruitment agencies).

4. PROCESSING PURPOSES AND LEGAL BASIS

We process the data to check your suitability for open positions in our companies and to carry out the application procedure.

We process personal data in accordance with the provisions of the General Data Protection Regulation (DS-GVO / GDPR), the Federal Data Protection Act (BDSG) and other relevant laws.

The legal basis for the processing of your personal data in this application procedure is primarily § 26 BDSG in the current version. This allows the processing of data necessary for the decision to establish an employment relationship.

Should the data be necessary for legal prosecution after the application procedure has been completed, data may be processed on the basis of the requirements of Art. 6 GDPR, in particular to safeguard legitimate interests in accordance with Art. 6 (1) (f) GDPR. Our interest then consists in the assertion or defence of claims.

5. WHO GETS MY DATA?

We use a specialized software provider for the application process. The latter will act as a service provider for us and may also obtain knowledge of your personal data in connection with the maintenance and servicing of the systems. We have concluded a so-called processing

contract with this provider, which ensures that the data processing is carried out in a permissible manner.

Your applicant data will be reviewed by the personnel department after receipt of your application. Suitable applications are then forwarded internally to the departmental managers for the respective open position. Then the further procedure is coordinated.

Within the company, access to your data is only granted to those persons who need it for the proper course of our application procedure.

6. HOW LONG WILL MY DATA BE STORED?

In the event of a rejection, data of applicants will usually be deleted after 6 months at the latest.

If you have been accepted for a position during the application procedure, the data from the applicant data system is transferred to our Human Resources Information System.

Should the data be necessary for legal prosecution after the application procedure has been completed, data may be processed on the basis of the requirements of Art. 6 GDPR, in particular to safeguard legitimate interests in accordance with Art. 6 (1) (f) GDPR. Our interest then consists in the assertion or defence of claims. In these cases, your data will be stored for a longer period of time.

7. DATA TRANSFERS TO THIRD COUNTRIES

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

8. YOUR RIGHTS

Every data subject has the right of access under Art. 15 DS-GVO / GDPR, the right of rectification under Art. 16 DS-GVO / GDPR, the right of deletion under Art. 17 DS-GVO / GDPR, the right to restrict processing under Art. 18 DS-GVO / GDPR and the right to data transferability under Art. 20 DS-GVO / GDPR.

With regard to the right of information and the right of deletion, the restrictions according to §§ 34 and 35 BDSG apply. In addition, there is a right of appeal to a data protection supervisory authority (Art. 77 DS-GVO in conjunction with Section 19 BDSG):

Landesbeauftragte für Datenschutz und Informationsfreiheit Nordrhein-Westfalen
PO Box 20 04 44
40102 Düsseldorf
Phone: 0211/38424-0
Fax: 0211/38424-10
E-Mail: poststelle@ldi.nrw.de

Information on your right of objection under Art. 21 (DS-GVO)

Right of objection based on individual cases

Under Article 21 of the DS-GVO, you have the right to object at any time, for reasons arising from your particular situation, to the processing of personal data relating to you on the basis of Article 6(1)(e) DS-GVO (data processing in the public interest) and Article 6(1)(f) DS-GVO (data processing based on a balancing of interests); this also applies to profiling within the meaning of Article 4(4) DS-GVO based on this provision.

If you object, we will no longer process your personal data, unless we can prove compelling reasons for processing that are worthy of protection, that outweigh your interests, rights and freedoms or the processing serves to assert, exercise or defend legal claims.

The objection can be made without any formalities. You will find our contact details under points 1 and 2.

9. OBLIGATION TO PROVIDE DATA

There is no obligation for you to provide the data. But without this data we will not be able to carry out the application procedure.

10. PROFILING

As a matter of principle, we do not use automated decision-making - including profiling - to establish, implement and manage the employment relationship in accordance with Art. 22 DS-GVO. Should we use these procedures in individual cases, we will inform you of this separately if this is required by law.