

Information pertaining to the processing of your personal data in the application process

We are delighted that you have applied to DPS Engineering GmbH. Transparency and the trustworthy handling of your personal data are an important basis for effective cooperation. We, therefore, would like to inform you about how we process your data and how you can exercise your rights under the GDPR, the General Data Protection Regulation. The following information will provide you with an overview of the collection and processing of your personal data in connection with the implementation of the application procedure.

1) Who is responsible for data processing?

Responsible party:

DPS Engineering GmbH
Silcherstrasse 9
70771 Leinfelden-Echterdingen

Managing Directors: Werner Dorschel, Wilhelmus van Geenen, Nadine Fink, Thomas Kanold

2) How can you contact the data protection officer?

You can reach our data protection officer at datenschutzbeauftragter@dps.de or our postal address with the addition

“Data protection officer”.
Personal / confidential
Ms. Laura L. Stoll
E-mail: datenschutzbeauftragter@dps.de

3) Which aspects of your personal data are used by us?

We process your personal data insofar as this is necessary for the fulfilment of the application procedure. This includes the following data categories:

Standard details:

- Applicant master data (first name, last name, address, job position)
- Qualification data (cover letter, curriculum vitae, previous activities, professional qualifications)
- Qualification)
- (Work) references and certificates (performance data, assessment data, etc.)

Other information:

- Publicly accessible, job-related data, such as a profile with professional social media networks
- Voluntary information, such as an application photo, information on a disability or other information that you provide to us in your application voluntarily.

4) What are the sources of the data?

We process personal data that we collect from you as part of the application process.

5) For what purposes do we process your data and on what legal basis?

We process your personal data, in particular, in compliance with the General Data Protection Regulation (GDPR) and the Federal Data Protection Act (BDSG) as well as all other relevant laws.

5.1. Data processing for application purposes (Art. 26 [1] GDPR)

Personal data of applicants may be processed for the purposes of the application procedure if this is necessary for the decision on the establishment of an employment relationship with us.

5.2. Data processing on the basis of your consent (Art. 6 [1] lit. a GDPR, Section 26 [2] BDSG)

If you have given us your voluntary consent to the collection, processing or transfer of certain personal data, this consent forms the legal basis for the processing of this data.

In the following cases, we process your personal data on the basis of consent given by you:

- Inclusion in the applicant pool, i.e. we store the application documents for a period of time beyond the current application procedure for consideration in later application processes
- Passing on the application within the DPS Group

5.3. Due to the legitimate interest of the data controller (Art. 6 [1] lit. f GDPR)

In certain cases, we process your data to protect a legitimate interest held by us or that of a third party.

- For the defence of legal claims in proceedings under the Equal Treatment Act (AGG). In the event of a legal dispute, we have a legitimate interest in processing the data for evidence purposes.

6) Who will your data be passed on to?

Your data is mainly processed by our HR department and the department head who will fill your position. However, in some cases other internal and external bodies are involved in the processing of your data.

Internal positions:

- HR department
- Project head
- Project manager

Group companies:

Within the DPS Group (which includes DPS Engineering GmbH, DPS Innovations, DPS Holding GmbH)

External service providers:

- Provider of applicant management systems
- Service provider for file and data destruction

7) Will your data be transferred to countries outside the European Union (so-called third countries)?

Transfer of data to third countries is not intended.

8) How long will your data be stored?

We store your personal data for as long as this is necessary for a decision to be made

about your application. If an employment relationship is not established between you and us, we may also continue to store data insofar as this is necessary for the defence against possible legal claims. As a rule, your data will be deleted within 3 months of the end of the application procedure.

If an employment relationship does not materialise, but you have given us your consent to continue storing your data, we will store your data until you withdraw your consent, but for no longer than a further 3 months. We may also store your data for a longer period of time for the purpose of defence against possible legal claims.

9) What rights do you have in connection with the processing of your data?

Every data subject has the right to the disclosure of information in accordance with Art. 15 GDPR, the right to its rectification pursuant to Art. 16 GDPR, the right to its erasure pursuant to Art. 17 GDPR, the right to the restriction of processing in accordance with Art. 18 GDPR, the right to lodge an objection under Art. 21 GDPR and the right to data portability under Art. 20 GDPR. The following restrictions apply to the right to the disclosure of information and the right to erasure in accordance with Section 34 and 35 Federal Data Protection Act (BDSG).

9.1. Right to lodge an objection

What rights do you have in the event of data being processing based in your legitimate (or public) interest?

Pursuant to Art. 21 (1) GDPR, you have the right, for reasons arising from your situation, to object at any time to the processing of personal data concerning you that is processed on the basis of Art. 6 (1) e GDPR (data processing in the public interest) or on the basis of Art. 6 (1) f GDPR (data processing for the protection of a legitimate interest); this also applies to profiling based on this provision.

If you object, we will no longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms, or the processing serves the establishment, exercise or defence of legal claims.

9.2. Revocation of consent

You can withdraw your consent to the processing of personal data at any time. Please note that revocation is exclusively non-retroactive.

9.3. Right to disclosure

You may request the disclosure of whether we hold personal data about you. If you wish, we will inform you what data is involved, for what purposes the data is processed, to whom this data is disclosed, how long the data is stored and what other rights you have in relation to this data.

9.4. Other rights

In addition, you have the right to have incorrect data about you corrected or deleted. If there is no reason for further storage, we will delete your data; otherwise, we will restrict the processing. You may also request that we issue any personal data you have provided to us in a structured, commonly used and machine-readable format either to you or to a person or organisation of your choice.

In addition, you have a right of appeal to the responsible data protection supervisory authority (Art. 77 GDPR in conjunction with Section 19 BDSG).

9.5. Asserting your rights

To exercise your rights, you can contact the data controller or the data protection officer using the contact details provided, or contact the HR department at office@dps.de / Tel. 0711/ 90 38 70. We will process your enquiry promptly and in accordance with the legal requirements, and inform you of the measures we have taken.

10) Is there an obligation to provide your personal data?

The provision of personal data is neither legally nor contractually required, nor are you obliged to provide the personal data. However, the provision of personal data is necessary to carry out the application process. This means that if you do not provide us with any personal data when applying, we will not be able to carry out the application process.

11) Changes to this information

If the purpose (or the way in which we process your personal data) changes significantly, we will update this information in good time and inform you of the changes accordingly.