

**Data protection information on the collection of personal data in accordance with Articles 13, 14 and 21 of the General Data Protection Regulation (GDPR) for applicants**

The protection of your personal data is very important to us. Therefore, we would like to inform you about how we use your personal data as part of the application process at IDS Imaging Development Systems GmbH.

A note of fundamental importance to us: IDS Imaging Development Systems GmbH only uses your personal data to process the application procedure in order to fill vacancies at IDS Imaging Development Systems GmbH. Only those persons who are actively involved in the application process for a position will have access to your data. Your personal data will not be used outside the application process.

Below you will find detailed information on the subject of data protection:

**Who is responsible for data processing and who can I contact?**

**Responsible party**

IDS Imaging Development Systems GmbH  
Dimbacher Strasse 10  
74182 Obersulm  
E-Mail: [recruiting@ids-imaging.de](mailto:recruiting@ids-imaging.de)  
Telephone: 07134/9 61 96-0

**Data Protection Officer**

EmEtz GmbH  
E-Mail: [dataprotecion@ids-imaging.com](mailto:dataprotecion@ids-imaging.com)

**What data we process, what we process your data for (purposes of processing) and on what legal basis we do this:**

We process personal data in compliance with the EU General Data Protection Regulation (GDPR) and all other relevant laws.

**You wish your application to be processed (Art. 6 para. 1b GDPR in conjunction with §26 para. 1 BDSG)**

The primary purpose of data processing is to establish an employment relationship with you. The processed categories of personal data that are collected in the context of a possible justification (application phase) and processing of your application/eRecruiting include in particular your personal data (such as first name, surname, name affixes, nationality), contact data (such as private address, (mobile) telephone number, e-mail address), qualification data (certificates, work activities, degrees) and other data (e.g. criminal records, social data, bank details). This may also include special categories of personal data such as health data.

Purposes of data processing	Categories of data
Selecting suitable applicants	Personal data, contact data, qualification data
Conducting and organizing job interviews	Personal data, contact data, qualification data, absences, conversation content
Reimbursement of travel expenses	Personal data, contact data, bank data

**You have given your consent (Art. 6 (1) (a) GDPR)**

Insofar as we have your consent to the processing of personal data for specific purposes, the lawfulness of this processing is based on your consent. Once given, consent can be revoked at any time. Please note that the revocation is effective for the future. Processing that was carried out before this revocation is not affected by this.

Purposes of data processing	Categories of data
Inclusion in our applicant pool and storage beyond the actual application process	Personal data, contact details, qualification data including application documents
Subsequent contact with you for a job placement	Personal data, contact details
Receiving advertising and newsletters	Personal data, contact details
Contacting you based on your user profile in social networks	Personal data, contact details

**As part of the balancing of interests (Art. 6 para. 1 f) GDPR)**

Where necessary, we also process your data in order to protect our legitimate interests or those of third parties. This may be the case, for example:

Purposes of data processing	Categories of data
Examination of alternative appointments	Personal data, contact details, qualification data including application documents
ensuring IT security and IT operations	Log data, protocol data
Prevention and investigation of criminal acts	Event-related all categories of data
Advertising purposes, postal advertising	Personal data, contact details
Determination and transfer of your data from social, public networks (sourcing) to address candidates	Personal data, profile data

We also process your data in order to be able to fulfill our legal obligations, in particular in the area of tax and social security law. This is done on the basis of Art. 6 para. 1 c) GDPR in conjunction with. §26 BDSG.

Insofar as special categories of personal data pursuant to Art. 9 (1) GDPR are processed within the application procedure, this serves the exercise of rights or the fulfillment of legal obligations under labor law, social security law and social protection law (e.g. disclosure of health data to the health insurance company, recording of severe disability) within the scope of the employment relationship. This is done on the basis of Art. 9 para. 2 b) GDPR in conjunction with §26 para. 3 BDSG. In addition, the processing of health data for the assessment of your ability to work in accordance with Art. 9 para. 2 h) in conjunction with §22 para. 1 b) BDSG may be necessary.

Your personal data is usually collected directly from you as part of the application process. We may also have received data from third parties (e.g. recruitment agencies or social networks).

Insofar as contact has been made with you via a social media network for business contacts, we process data exclusively in the respective network using the infrastructure and functions provided by the operator for this purpose. Data processing in our systems only takes place after the start of the application process explicitly requested by you. Until then, data processing is carried out on the basis of Art. 6 (1) f) GDPR. Our legitimate interest lies in approaching suitable applicants for the further development of our company. Data is only collected and transferred from the social media network for business contacts if you request us to do so in order to make the application process easier for you and to keep data queries from you directly to a minimum.

As part of our active search for applicants in public social networks, we collect the data required for the initiation of an employment relationship and for the recruitment of new employees from third parties (the respective networks). The data includes your personal data and the information from you that is relevant to the job profile sought. Data processing is carried out on the basis of Art. 6 para. 1 f) GDPR. Our legitimate interest lies in the recruitment of suitable employees for the positions to be filled and in the further development of our company.

Further information on data processing in the networks can be found here:

XING Data protection information: <https://privacy.xing.com/de/datenschutzerklaerung>

LinkedIn Data protection information: <https://de.linkedin.com/legal/privacy-policy>

Facebook

YouTube

### **To whom is the data forwarded (categories of recipients)**

#### **Data processing within the company**

Within our company, only those persons and departments (e.g. specialist department) receive your personal data that need it to fulfill our contractual and legal obligations.

Within our group of companies, your data will be transferred to certain companies if they perform data processing tasks centrally for the companies affiliated in the group (e.g. HR department, centralization of IT).

In addition to the persons originally involved in the actual recruitment process (usually personnel and decision-makers in the respective departments), we forward the relevant application documents to several departments, not only in the case of unsolicited applications, but also in cases where we check the filling of other vacancies on the basis of your qualification profile in order to be able to offer you alternative vacancies if necessary.

#### **External contractors and service providers (this also includes processors)**

In addition, in order to fulfill our contractual and legal obligations, we sometimes use various service providers as part of order processing (e.g. provider of an applicant portal, document shredder)

### **Further information**

#### **Duration of data storage**

The personal data will be deleted 6 months after the end of the application process in accordance with Section 61b (1) ArbGG in conjunction with Section 15 AGG. § 15 AGG. If you are included in the applicant pool, your data will be deleted after 2 years if no suitable position can be offered to you.

### **Data transfer to third countries**

A transfer of personal data to third countries (countries outside the EU and the European Economic Area EEA) or to an international organization will only take place if this is necessary for the initiation, the transfer is required by law or you have given us your consent and only in compliance with the data protection requirements prescribed for this purpose.

### **Rights of data subjects**

You can request information about the personal data stored about you using the contact details provided above. (Art. 15 GDPR). You can also request the rectification or erasure of your data under certain conditions (Art. 16 and 17 GDPR). You have the right to request the restriction of the processing of your personal data (Art. 18 GDPR). In addition, you have the right to receive the data you have provided to us in a structured, commonly used and machine-readable format (Art. 20 GDPR).

### **Is there an obligation to provide data?**

As part of the application process, you must provide the personal data that is required to carry out the application process or that we are legally obliged to collect. Without this data, we will not be able to carry out the application process with you.

### **Right of appeal**

You have the option of lodging a complaint with the data protection officer named above or with a data protection supervisory authority.

### **Right of objection**

For legal reasons, we inform you of your right to object below. However, we will not carry out any direct advertising with your personal data as stated therein.

**If we process your data to protect legitimate interests, you can object to this processing if your particular situation gives rise to reasons that speak against data processing. We will then 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 defense of legal claims.**