

PRIVACY POLICY FOR APPLICANTS OF ACESOMED GMBH

Information on processing and protection of applicants' data in accordance with Art. 13, 14 and 21 of General Data Protection Regulation (DSGVO).

Dear applicant,

Thank you for your interest in our company. In accordance with the provisions of Articles 13, 14 and 21 of General Data Protection Regulation (DSGVO), we hereby inform you of the processing of the data you transmit to our company during by your application and, if applicable, the personal data collected by us and your rights in this regard. In order to ensure that you are fully informed about the processing of your personal data as part of the application process, please take note of the following information.

1. RESPONSIBLE BODY IN THE SENSE OF DATA PROTECTION LAW

AcesoMed GmbH
Bühler Str. 20
66130 Saarbrücken
info@acesomed.com
www.acesomed.com

2. PURPOSES AND LEGAL BASIS OF PROCESSING

We process your personal data in accordance with the provisions of European Data Protection Regulation (EU-DSGVO) as necessary for the decision on the establishment of an employment relationship between us. The legal basis for this is Art. 88 DSGVO in conjunction with §26 BDSG-neu and, if applicable, Art. 6 para. 1 lit. b) DSGVO for the initiation or implementation of contractual relationships.

Furthermore, we may process your personal data if this is necessary to defend legal claims against us arising from the employment relationship. The legal basis for this is Art. 6 para. 1 lit. f) DSGVO. The legitimate interest is, for example, a duty to provide evidence in the context of legal proceedings. If you give us express consent to process personal data for specific purposes, the lawfulness of this processing is based on your consent in accordance with Art. 6 (1) a) DSGVO. Consent given may be revoked at any time with effect for the future (see section 8 of this data protection information). If an employment relationship arises between you and us, we may, in accordance with Art. 88 DSGVO, further process the personal data already received from you for the purposes of the employment relationship, as necessary for the implementation or termination of the employment relationship or for the exercise or fulfilment of the rights or obligations of the representation of interests of the employees resulting from a law or a collective agreement, a company or service agreement (collective agreement) or obligations of the employees' representation of interests.

3. CATEGORIES OF PERSONAL DATA

We only process data that relates to your application. This may include general personal data (name, address, contact details, etc.), information about your professional qualification and school education, information on further vocational training and, if applicable, other data that you provide to us in connection with your application.

4. DATA SOURCES

We process personal data that we receive from you to contact us or to apply at our company by post, e-mail or via the web form on the careers page of our homepage.

5. DATA RECIPIENTS

We only pass on your personal data within our company to those areas and persons who need this data to fulfil contractual and legal obligations or to implement our legitimate interests (e.g. external tax consultants). We may transfer your personal data to companies affiliated with us, insofar as this is permissible within the framework of the purposes and legal bases set out in section 2 of document. Your personal data is processed on our behalf based on order processing contracts pursuant to Art. 28 DSGVO. In these cases, we ensure that the processing of personal data is carried out in accordance with the provisions of the GDPR. The categories of recipients in this case are providers of internet services and providers of knowledge management software. They are the following processors:

- Atlassian PTY Ltd.

Otherwise, data is only passed on to recipients outside the company if this is permitted or required by law, if we have your consent or if we are authorized to provide information. we are authorized to provide information.

6. TRANSFER TO A THIRD COUNTRY

Data will only be transferred to entities in countries outside the European Union (EU) or the European Economic Area (EEA), so-called third countries, if required by law, if it is in the legitimate interest of us or a third party, or if you have given us your consent. Subject to legal or contractual permissions, we only process or allow the processing of data in a third country if the special requirements of Art. 44 ff. DSGVO. This means, for example, that processing takes place on the basis of special guarantees, such as the officially recognized determination of a level of data protection corresponding to that of the EU (e.g. for the USA through the "Privacy Shield") or compliance with officially recognized special contractual obligations (so-called "standard contractual clauses").

We use the knowledge management software "Confluence" and the project management software "Jira " of the provider Atlassian Pty Ltd. (Level 6, 341 George Street, Sydney, NSW 2000, Australia) on the basis of our legitimate interests. For this purpose, we have concluded a contract with Atlassian in accordance with Article 28 DSGVO with so-called standard contractual clauses. Atlassian, Inc. and its subsidiaries in the U.S. (Atlassian Network Service, Inc., Dogwood Labs, Inc., and Trello, Inc.) participate in and comply with the EU-U.S. and Swiss-U.S. Privacy Shield Frameworks and Privacy Shield Principles with respect to the collection, use, and retention of information about you transferred from the European Union and Switzerland, respectively, to the United States. The Company will ensure that the Privacy Shield Principles apply to all information about you covered by this Privacy Policy that is transferred from the European Union, the European Economic Area and Switzerland. For more information about the Privacy Shield programme and Atlassian's certificate, please visit www.privacyshield.gov. For more information about Atlassian's privacy practices, please visit <https://www.atlassian.com/trust/privacy>.

7. DURATION OF DATA STORAGE

We process your personal data as long as it is necessary for the decision on your application. Your personal data or application documents will be deleted a maximum of six months after the end of the application process (e.g. notification of the rejection decision), unless longer storage is legally required or permitted. We store your personal data beyond this only to the extent that this is required by law or in a specific case for enforcing the law, or in a specific case for the assertion, exercise or defense of legal claims for the duration of a legal dispute.

In the event that you have consented to a longer storage of your personal data, we will store it in accordance with your declaration of consent.

If an employment relationship is established following the application process, apprenticeship or trainee relationship, your data will, as necessary and permissible, continue to be stored and then transferred to the personnel file.

If applicable, you will receive an invitation to join our talent pool following the application process. This will allow us to continue to consider you in the future for suitable vacancies. If you have given us your consent to do so, we will store your application data in our talent pool in accordance with your consent or, if applicable, future consent.

8. YOUR RIGHTS

Every data subject has the right to information under Article 15 of the GDPR, the right to rectification under Article 16 of the GDPR, the right to erasure under Article 17 of the GDPR, the right to restriction of processing under Article 18 of the GDPR, the right to notification under Article 19 of the GDPR and the right to data portability under Article 20 of the GDPR. In addition, you have the right to lodge a complaint with a data protection supervisory authority pursuant to Art. 77 DSGVO if you are of the opinion that the processing of your personal data is not lawful. The right of appeal is without prejudice to any other administrative or judicial remedy. If the processing of data is based on your consent, you are entitled to revoke your consent to the use of your personal data at any time in accordance with Art. 7 DSGVO. Please note that the revocation is only effective for the future. Processing that took place before the revocation is not affected. Please also note that we may need to retain certain data for a certain period of time in order to comply with legal requirements (see section 7 of this data protection information).

Right of objection

Insofar as the processing of your personal data is carried out for the protection of legitimate interests pursuant to Art. 6 (1) (f) DSGVO, you have the right under Art. 21 DSGVO to object to the processing of this data at any time for reasons arising from your particular situation. We will then no longer process this personal data unless we can demonstrate compelling legitimate grounds for the processing. These must override your interests, rights and freedoms, or the processing must be necessary for the assertion, exercise or defense of legal claims. To protect your rights, please feel free to contact us.

9. NECESSITY OF THE PROVISION OF PERSONAL DATA

The provision of personal data in the context of application processes is neither legally nor contractually required. You are therefore not obliged to provide any personal data. Please note, however, that this is necessary for the decision on an application or the conclusion of a contract in relation to an employment relationship with us. If you do not provide us with any personal data, we will not be able to make a decision regarding the establishment of an employment relationship. We recommend that you only provide personal data as part of your application that is required to complete the application.

10. AUTOMATED DECISION-MAKING

As the decision on your application is not based exclusively on automated processing, no automated decision is made, there is no automated decision-making in individual cases within the meaning of Art. 22 DSGVO.