

Xantaro UK Ltd

DATA PROTECTION NOTICE FOR APPLICANTS

With the following information, we would like to give you an overview of the processing of your personal data in connection with your application and your rights under data protection law.

1. Responsible body

Xantaro Deutschland GmbH, An der Alster 3, 20099 Hamburg

Tel: +49 (0)40 413 498-0

Fax: +49 (0)40 413 498-444

As data protection officer we have appointed:

The data protection officer of Xantaro Deutschland GmbH

E-Mail: datenschutz@xantaro.net

2. Purpose, legal basis of data processing and legitimate interest

The data provided by you within the application sent to us, such as name, address, job and email, will be stored and processed by us for the purpose of checking your suitability for the position (possibly other open positions in our company, in case you express your interest to be included in our talent pool) and to carry out the application procedure.

The Processing for the above reasons is based on § 26 BDSG. Should your data be necessary for legal action the processing will be based on a legitimate interest (Art. 6 (1) Lit f GDPR).

For your inclusion in the talent pool your consent will be the basis. (Art. 6 (1) Lit. a GDPR).

3. Is the processing a statutory or contractual requirement?

The provision of personal data is not required by law or contract. However, it is not possible to process the application or, if applicable, to include it in our talent pool without the information provided.

4. Recipient of data

For the applicant management we use HR-Works as a data processor. Here your application is read in or directly uploaded by you. With HR-Works we have concluded a data processing agreement. Within our company, HR reviews applications and gains access to your data. Suitable applications are then released to the responsible Head of Department. Only persons involved with your application will have access to your application data.

5. Data transmission to third countries / international organisations

Under normal circumstances, an applicant's information will not be transmitted outside of the European Union.

6. Duration of storage

Should you become an employee of Xantaro Deutschland GmbH, we will continue to use your data for personnel purposes. Otherwise, your data will be deleted after 6 months. Should you wish to be included in our talent pool, your data will be kept in it for up to two years or will be deleted after you withdraw your consent.

7. Your rights as a data subject

As a data subject, you have the right of access under Article 15 GDPR, the right to rectification under Article 16 GDPR, the right to erasure under Article 17 GDPR, the right to restriction of processing under Article 18 GDPR, the right to object under Article 21 GDPR and Article 7 (3) GDPR and the right to data portability under Article 20 GDPR. Restrictions according to §§ 34 and 35 BDSG apply to the right of access and the right to erasure. In addition, you can complain at any time to a supervisory authority.

8. Right of objection

8.1. Information on your right of objection under Article 21 of the General Data Protection Regulation (GDPR)

You have the right to object at any time to the processing of personal data concerning you for reasons arising from your particular situation.

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

8.2. Information on your right of objection under Article 7 (3) of the General Data Protection Regulation (GDPR)

You can withdraw your consent, to be included in the talent pool, at any time.

8.3. Recipient of withdrawal

The withdrawal can be made form-free with the subject "withdrawal" stating your name, your address and your date of birth and should be addressed to:

Xantaro Deutschland GmbH
Personalabteilung
Schanzenstr. 39
51063 Köln
E-Mail: hr@xantaro.net