

Data protection information for applicants at workingwell GmbH

We are pleased that you are interested in our company and are applying for a position. Following, we would like to provide you with information on the processing of your personal data in connection with your application.

Who is responsible for data processing?

The responsible party in terms of data protection law is

workingwell GmbH

Karlstraße 44
80333 München

You can find further information about our company, details of the persons representing us and further contact options in our imprint on our website:

<https://www.workingwell.com/impressum>.

Which of your data do we process? And for what purposes?

We process the data that you have sent us in connection with your application in order to assess your suitability for the position (or other open positions in our companies, if applicable) and to carry out the application process. This may include contact details, all data related to the application (CV, certificates, qualifications, answers to questions, etc.) and, if applicable, data on bank details (to reimburse travel expenses).

On what legal basis is this based?

The legal basis for the processing of your personal data in this application procedure is primarily Section 26 BDSG in the version applicable as of 25.05.2018. According to this, the processing of data required in connection with the decision on the establishment of an employment relationship is permissible.

Should the data be required for legal prosecution after the conclusion of the application process, if applicable, data processing may take place based on the requirements of Art. 6 DSGVO, in particular to safeguard legitimate interests pursuant to Art. 6 (1) lit. f) DSGVO. Our interest then will be in the assertion or defence of claims.

How long will your data be stored?

If there is no legal retention period, the data is deleted as soon as storage is no longer necessary or the legitimate interest in storage has expired. If no recruitment takes place, this is regularly the case no later than six months after completion of the application process. In individual cases, individual data may be stored for longer (e.g., travel expense reports). The duration of storage then depends on the statutory retention obligations, e.g., from the German Fiscal Code (6 years) or the German Commercial Code (10 years). If you are not hired, but

your application is still of interest to us, we will ask you whether we may keep your application on file for future job openings.

If you are awarded a position during the application process, the data from the applicant data system will be transferred to our HR information system.

Confidential treatment of your data

It goes without saying that we treat your data confidentially and do not pass it on to third parties outside our company. If necessary, we use service providers who are strictly bound by instructions, who support us e.g. in the areas of EDP or the archiving and destruction of documents and with whom separate contracts for order processing have been concluded.

Your application data will be viewed by the Human Resources department after receipt of your application. Suitable applications are then forwarded internally to the department managers responsible for the respective open position. The further procedure is then coordinated. In principle, only those persons in the company have access to your data who require it for the proper conduct of our application process.

Where is the data processed?

The data will be processed exclusively in the Federal Republic of Germany.

Your rights as a person concerned:

You have the right to be informed about the personal data we process about you.

In the case of a request for information that is not made in written form, we may then require evidence from you that proves that you are the person you claim to be.

Furthermore, you have a right to rectification or deletion or to restriction of processing, as you are entitled to this by law.

Furthermore, you have a right to object to processing within the scope of the law. The same applies to a right to data portability.

Our data protection officer

We have appointed a data protection officer in our company. You can reach him as follows:

psh-con Peter Hess
Zur Obermühle 1
86561 Aresing
E-Mail: datenschutz@workingwell.com

Right of complaint

You have the right to complain about the processing of personal data by us to the supervisory authority for data protection responsible for our federal state. In our case, this is the „Bayerisches Landesamt für Datenschutzaufsicht“ at <https://www.lda.bayern.de/de/beschwerde.html>.