

Obligatory Information on the Collection of Personal Data from the Data Subject – Applicant

Whenever personal data is collected from a person (= data subject), this person must be informed about the purpose and handling of their data.

Please Note

General Equal Treatment Act [Allgemeines Gleichbehandlungsgesetz, AGG]

This document does not differentiate between genders for the sake of readability. If a pronoun must be in the singular and appears in the masculine form, it is meant for both genders in the sense of equal treatment.

Obligatory Information on the Collection of Data – Applicant

This data protection information informs you about the processing of your application data at Bourns Sensors GmbH.

Summary:

- We use your data exclusively for the purpose of the application.
- During the course of the application there are clear rights of inspection: only the respective clerks and the decision-makers about hiring see your application documents.
- A passing on of your application, e.g., for further job offers in our company, only takes place with your consent.
- If you are not hired, your data will be deleted after six months.
- If hired, we transfer relevant data to your personnel file.

Data Protection of Applicant Data at Bourns Sensors GmbH

In accordance with Art. 4 No. 1 GDPR [Datenschutz-Grundverordnung, DSGVO], your personal data includes all information that relates or can be related to your person, in particular by assignment to an identifier such as a name or to an applicant number with which your person can be identified within the company.

Personal Information and Persona Data

Through your application, Bourns Sensors GmbH receives information (both on paper and in digital form). This is data which you provide to us in the process of your application. This includes, for example:

- Name
- Mailing address
- Date of birth
- Place of birth
- Information on education and vocational training, advanced education and training, qualifications
- Certifications/transcripts

Purposes of Collection and Processing

Bourns Sensors GmbH collects, processes and uses your personal data exclusively for the purpose of the application (= initiation of an employment relationship).

Your data will only be processed for purposes other than those mentioned insofar as such processing is permissible pursuant to Art. 6 para. 4 GDPR, and is compatible with the original purposes. We will inform you in advance about such further processing of your data.

Your Data Privacy Rights

You have a right to information about the personal data stored about you, about the purposes of the processing, about possible transmissions to other places, and about the duration of the storage.

You may also receive extracts or copies to exercise your right to information. Should data be inaccurate or no longer necessary for the purposes for which it was collected, you may request that it be corrected, deleted or the processing restricted. If provided for in the processing procedures, you can also view and, if necessary, correct your data yourself.

Should your particular personal situation give rise to reasons for an objection to the processing of your personal data, you may object to the processing if the processing is based on a legitimate interest. In such a case, we will process your data only if there are special, compelling interests.

If you have questions about your rights and to exercise your rights, please contact the human resources department or the data protection officer.

Legal Basis for the Processing of Your Personal Data

Your data is required for the implementation of pre-contractual measures (Art. 6 para. 1 letter b GDPR). This means that we need your data for the purpose of possible recruitment and thus process it.

In individual cases we can obtain your consent to the processing or transfer of your data. This may be the case, for example, if your application is kept for a longer period of time or if your application is considered for another position within our company. Your consent is voluntary in these cases and can be revoked by you at any time with effect for the future.

Transmission of Your Personal Information

Your data will not be transmitted to external parties.

With regard to applicant management, specifically defined entities have limited access to your data. Your data will only be transmitted or disclosed to the extent required for this purpose and in compliance with the relevant data protection regulations. To the extent that data is transferred within the group and to third countries, or disclosed to entities in third countries, the additional requirements for this are met e.g. by an EU standard agreement.

Controller for the Processing of Your Personal Data

Obligatory Information on the Collection of Data

Data protection information in acc. with Art. 13 GDPR

Bourns Sensors GmbH

The competent and responsible body for the collection, processing and use of your personal data is Bourns Sensors GmbH in the Federal Republic of Germany, unless otherwise agreed in a contract.

The applicant data is stored and processed in personnel data processing systems. The technical installation is designed in such a way that only a narrow circle of specially authorized persons is permitted to access the data, and any other access or other knowledge of the data is ruled out by state-of-the-art methods.

Complaints About the Processing of Your Personal Data

If you have any concerns or questions about the processing of your personal data and information, you can contact the Human Resources Department. You can also contact the data protection officer or the data protection supervisory authority using the contact details below.

Maximilian Pothmann
Deutsche Datenschutzkanzlei
E-Mail: auskunft@deutsche-datenschutzkanzlei.de

Landesamt für Datenschutzaufsicht
Postfach 606
91511 Ansbach
poststelle@lda.bayern.de

Duration of Storage

Your personal data will only be stored as long as knowledge of the data is required for the purposes of the employment relationship or the purposes for which they were collected, or as long as statutory or contractual retention regulations exist.

If no contractual relationship is established, we will keep your application data for 6 months for the purpose of AGG verifiability.

If a contractual relationship is established (= employment), we will transfer the necessary information into the personnel file.