

Privacy Notice Regarding the Processing of Applicant Data

Dear Applicant,

The protection of your data and transparent data processing are very important to us. For this reason, we would like to inform you about the processing of your data in connection with your application and explain the rights and entitlements you have under data protection regulations.

Data Controller

customX GmbH

Auf den Sechsmorgen 25
65589 Hadamar

Contact our Data Protection Officer

Eva-Daniela Jung my-dsb.com
Neue Mainzer Straße 6-10
60311 Frankfurt am Main
Phone +49 172 25 27 359
E-Mail datenschutz@mum.de

What rights do you have?

You have the right at any time to request **information** from customX GmbH regarding the personal data stored about you.

In addition, you have the right to **have** inaccurate data **corrected**, to **restrict** the processing of data that has been processed to an excessive extent, and to have personal data that has been processed unlawfully or stored for too long **deleted** (provided that this is not precluded by a statutory retention obligation or other grounds under Article 17(3) of the GDPR). Furthermore, you have the right to **receive** all data you have provided to us in a commonly used file format (right to data portability), provided that you have provided the data to us as part of a declaration of consent or to fulfill a contract (e.g., a cooperation agreement).

To the extent that you also have the right to **object** to the processing in connection with specific procedures, this will be addressed in the description of the individual procedures.

To exercise your rights, you may contact us using the contact information provided above. You also have the right to lodge a complaint with a data protection supervisory authority regarding our processing of your personal data.

Voluntary Provision of Data

The provision of your personal data is generally voluntary. For the purposes of applicant management, we process the data you have provided to us.

What data do we process about you?

We process the data you have provided to us. This generally includes:

- Personal data
- Additional personal data (primarily date of birth, marital status, and, if applicable, health-related data (e.g., indication of disability status))
- Personal contact information
- Biographical data (from your resume)
- Image data

Purpose of Processing Your Personal Data

Your data is required to make a decision regarding the establishment of an employment relationship (Section 26(1) BDSG). This means that we process your data for the purpose of a potential hiring. In certain cases, we will seek your consent to the processing or transfer of your data. This may be the case, for example, if we retain your application for an extended period or if we consider your application for another position within our group. Your consent in these cases is voluntary and may be revoked by you at any time in the future.

Your data will only be processed for purposes other than those mentioned above to the extent that such processing is permitted under Article 6(4) of the GDPR and is compatible with the original purposes. We will inform you of any such further processing of your data prior to it taking place. Upon hiring, we will only include relevant data in your personnel file.

Disclosure of Your Personal Data

Throughout the applicant management process, there are clear rights of access: Only the administrators and hiring decision-makers will view your application documents. Your application documents will only be disclosed—for example, for other job openings within our company or our corporate group—with your prior consent.

We engage data processors to provide specific services. The transfer of your data to these processors is carried out in strict compliance with confidentiality obligations and the requirements of the GDPR. The data processors we engage—who are permitted to process the data only on our behalf and not for their own purposes—are obligated to comply with the requirements of the General Data Protection Regulation. In these cases, responsibility for data processing remains with us.

Legal Basis

We process your personal data for the purpose of potentially establishing an employment relationship (Art. 88 GDPR, § 26 BDSG). We process your data for pre-contractual measures within the framework of applicant management (Article 6(1)(b) GDPR). In addition, we process your data to the extent necessary to assert legal claims and defend ourselves in legal disputes, and to the extent necessary to fulfill legal obligations (Article 6(1)(f) GDPR and Article 6(1)(c) GDPR). In addition, we process your personal data to the extent necessary to protect our legitimate interests or those of a third party (Article 6(1)(f) of the GDPR).

Deletion of Data

If you are not hired, we will delete your data six months after sending the rejection letter. If you are hired, we will transfer only relevant data to your personnel file.