

Information on the processing of your applicant data

This document provides information on how the Reber Group processes your personal data, and your rights under data-protection laws.

Who is responsible for the data processing and who is the data protection officer?

The party responsible for data processing (controller) under Art. 4 No. 7 GDPR is the company you have applied to, together with G. Peter Reber Möbel-Logistik GmbH:

1. G. Peter Reber Möbel-Logistik GmbH

Konrad-Nolte-Straße 10

76726 Germersheim

Tel. (0 72 74) 94 94-0

Fax (07274) 94 94-30

info@reber-logistik.de

2. Reber Germersheim Speditions GmbH & Co. KG

Konrad-Nolte-Straße 10

76726 Germersheim

Tel. (0 72 74) 94 94-0

Fax (072 74) 94 94-30

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3. Reber Germersheim Logistik GmbH & Co. KG

Konrad-Nolte-Straße 10

76726 Germersheim

Tel. (0 72 74) 94 94-0

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4. Reber Germersheim Intralogistik GmbH & Co. KG

Konrad-Nolte-Straße 10

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Tel. (0 72 74) 94 94-0

Fax (072 74) 94 94-30

info@reber-logistik.de

5. Reber Leipzig Logistik GmbH

Poststraße 2

04158 Leipzig

Tel. (0341) 4 67 99-0

Fax (0341) 4 67 99-40

info@reber-logistik.de

6. Reber Ohlweiler Logistik GmbH
Weinenweg 3
55469 Ohlweiler
Tel. (0 72 74) 94 94-60
Fax (072 74) 94 94-69
info@reber-logistik.de

7. Reber Melle Logistik GmbH & Co. KG
Spenger Straße 49
49328 Melle
Tel. (05226) 984-0
Fax (05226) 984-130
info@reber-logistik.de

Our data protection officer, Mr Stephan Blazy, can be contacted by post at the address above – additionally marked to the attention of the Data Protection Officer – or by email at stephan.blazy@gdpc.de.

Our privacy statement (<https://www.reber-logistik.de/datenschutz>) contains further information on how your data is processed and protected at our company.

Which data categories do we use, and where do they come from?

The processed categories of personal data particularly include your basic data (such as first name, last name, name affixes such as academic titles, nationality and staff number), contact details (such as home address, (mobile) telephone number, email address) and the data relating to the entire application process (covering letter, references, questionnaires, interviews, any performance appraisals, qualifications and previous work). If you have also volunteered special categories of personal data (such as health data, degree of disability) in your application letter or during the application process, these are only processed if you have consented to this.

Your personal data is generally collected directly from you during the appointment process. We may additionally have obtained data (name, contact details, CV details) from third parties (e.g. the Employment Agency).

For what purposes and on which legal basis is data processed?

We process your personal data in accordance with the provisions of the EU General Data Protection Regulation (GDPR), the German Federal Data Protection Act (BDSG) and any other applicable laws (e.g. Germany's General Equal Treatment Act (AGG), etc.).

The data is primarily processed for the purpose of carrying out and completing the application process, and to assess suitability for the relevant position.

As such, your applicant data needs to be processed in order for us to be able to establish an employment relationship. The primary legal basis for this is Art. 6 Para.1 b) GDPR in conjunction with Section 26 Para.1 BDSG.

Special categories of personal data are processed based on your consent as per Art. 9 Para. 2 a) GDPR in conjunction with Section 26 Para. 2 BDSG. We make particular efforts to protect this sensitive data.

Your applicant data is treated as confidential at all times. We will only share your personal data with third parties if this is necessary in order to establish and/or execute the employment relationship, or we are legally obliged to do so, e.g. as part of criminal-prosecution measures. If we wish to process your personal data for a purpose other than those listed above, we will conduct a compatibility test as per Art. 6 Para. 4 GDPR to determine whether the new, not previously mentioned purpose is compatible with the original purpose. If this is the case, we will inform you of the different purpose and any other relevant information.

We also process your applicant data for the purpose of anonymisation and to compile statistics based on our legitimate interests as per Art. 6 Para. 1 f GDPR. In doing so, we anonymise your data so that it cannot be traced back to you.

Who receives your data?

Within our company, only the persons and areas (e.g. HR department, relevant heads of department) receive your personal data, which they need in order to decide on the appointment and to fulfil our contractual and legal obligations.

Your personal data will also be forwarded to the following group companies as part of shared services:

- G. Peter Reber Möbel-Logistik GmbH

We may also send your personal data to recipients outside the company. These particularly include our order processors as per Art. 28 GDPR (host and service providers).

Which data-protection rights can you assert as a data subject?

You can ask for free information on the personal data stored about you by using the contact details for the company to which you applied. In some cases, you can also ask for your data to be rectified or erased. You may also have a right to restrict the processing of your data, or a right to receive the personal data you have provided to the controller in a structured, commonly used and machine-readable format.

Right to object

You have the right to object to the processing of your personal data for direct marketing purposes without having to state any reasons. If we process your data to protect legitimate interests, you may object to this processing on grounds relating to your particular situation. We will then no longer process your personal data, unless we are able to demonstrate compelling legitimate grounds for processing which override your interests, rights and freedoms, or the processing serves the establishment, exercise or defence of legal claims.

We do not apply any automated individual decision-making as part of the application process (e.g. software-based selection of applicants).

How long is your data stored for?

We erase your personal data within six months of the completing application process. Pool applications are erased within one year once consent has been obtained. Consent to remain in the applicant pool will be re-obtained after one year. The data will only be kept for another year if consent is provided. If consent is denied, the data will be erased immediately. Storing the data for this period serves to defend legal claims (particularly those arising from the AGG), and is based on Art. 6 Para. 1 f GDPR. This does not apply insofar as legal regulations oppose erasure or further storage is required for the purposes of providing evidence, or you have consented to a longer storage period.

Are you obliged to provide your data?

As part of your application, you must provide the personal data necessary to carry out the application process and suitability assessment. Without this data, we will not be able to carry out the application process or make a decision on whether or not to establish an employment relationship.

Would you like to make a complaint about how your data has been handled?

You can contact the aforementioned data protection officer or a supervisory authority. Click the link below to see the supervisory authorities responsible for us – depending on the company's location:

https://www.bfdi.bund.de/DE/Infothek/Anschriften_Links/anschriften_links-node.html