



asCom Confection GmbH  
Industriestraße 54  
D-69190 Walldorf  
Telefon: 0 62 27 – 8 13 30-0  
Telefax: 0 62 27 – 3 03 41  
export@ascomgum.com

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## Privacy Notice for Applicants

We are pleased that you are interested in us and have applied or are considering applying for a position in our company. 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 Who is responsible for data processing and whom can I contact?

The responsible entity is:

asCom Confection GmbH

Industriestraße 54  
69190 Walldorf

Tel.: +49 (0) 6227 813 30 - 0

E-Mail: export@ascomgum.com

You can reach our Data Protection Officer at:

Dr. Andreas Melzer  
kelobit IT-Experts GmbH  
Tel: 0345 132553-80  
E-Mail: dsb@kelobit.de

### 2 What sources and data do we use?

We process the data you have sent us in connection with your application to assess your suitability for the position (or possibly other open positions within our company) and to conduct the application process.

These personal data include, in particular:

- Personal details (e.g., name, address, and contact information)
- Information on qualifications (e.g., education, professional experience, language skills, and further training)

### 3 For what purposes do we process your data and on what legal basis?

The primary legal basis for processing your personal data in this application process is Article 6(1)(b) of the GDPR, and secondarily, Section 26 of the BDSG. This allows for the processing of data that is necessary in connection with the decision to establish an employment relationship.

If an employment relationship is established between you and us, we may further process the personal data already received from you for employment purposes under Article 6(1)(b) of the GDPR and Section 26(1) of the BDSG. This is permissible if it is necessary for carrying out or terminating the employment relationship, or for exercising or fulfilling rights and obligations arising from a law, a collective agreement, a company or service agreement (collective agreement).

There may be instances where we cannot immediately consider you for a position but wish to retain your application to contact you swiftly if needed. In such cases, we will request your consent under Section 26(2) of the BDSG to include your application in our applicant pool for a certain period. If you provide this consent, it can be withdrawn at any time without formalities.

If your data is required for legal purposes after the conclusion of the application process, processing may occur based on the conditions of Article 6 of the GDPR, particularly to safeguard legitimate interests under Article 6(1)(f) of the GDPR. Our interest would then lie in asserting or defending claims, for example, as evidence in proceedings under the General Equal Treatment Act (AGG).

### 4 Who receives my data?

Upon receipt of your application, your applicant data will be reviewed by the Human Resources department. Suitable applications may then be internally forwarded to the department managers responsible for the respective open position. Subsequently, further proceedings will be coordinated. Generally, within the company, only those individuals who require access for the proper conduct of our application process have access to your data.



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## 5 Are data transferred to a third country or an international organisation?

Data transfer to entities in countries outside the European Economic Area (known as third countries) generally does not occur. Nonetheless, data transfer to third countries may occur in individual cases where:

- It is required by law,
- You have given us your consent, or
- It is justified by legitimate interests under data protection regulations and does not conflict with any overriding interests of the data subject.

Beyond this, we do not transfer personal data to entities in third countries or international organisations.

However, we use service providers for certain tasks, who in turn often use other service providers that may have their headquarters, parent company, or data centres in a third country. A transfer is permissible if the European Commission has determined that a third country ensures an adequate level of protection (Article 45 GDPR). If the Commission has made no such decision, we or our service providers may only transfer personal data to a third country if appropriate safeguards are in place (e.g., standard data protection clauses adopted by the EU Commission or a supervisory authority in a specific procedure) and enforceable rights and effective legal remedies are available.

We have concluded appropriate contracts with our service providers and have also contractually agreed that their contractual partners must always have guarantees for data protection that comply with European data protection standards.

## 6 How long are my data stored?

We store your personal data for as long as is necessary to make a decision about your application. If you receive an offer for a position during the application process, your applicant data will be transferred to our personnel information system.

If we cannot immediately consider you for a position and you consent to further storage of your personal data, we will include your data in our applicant pool. Your data will be deleted after the agreed period (usually 12 months) or upon withdrawal of your consent.

If an employment relationship does not occur between you and us, we may continue to store data as necessary to defend against possible legal claims. This generally includes six months after notification of rejection or until a final decision in an ongoing legal dispute is reached.

## 7 What data protection rights do I have?

Every data subject has the right to 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 the right to data portability under Article 20 GDPR. The restrictions under Sections 34 and 35 of the BDSG apply to the right of access and the right to erasure. Additionally, there is a right to lodge a complaint with a supervisory data protection authority (Article 77 GDPR).

You can withdraw your consent to the processing of personal data at any time. This also applies to the withdrawal of consent declarations made before the applicability of the General Data Protection Regulation, i.e., before 25 May 2018. Please note that the withdrawal is effective only for the future. Processing that occurred before the withdrawal is not affected.

## 8 Is there an obligation to provide data?

The provision of your personal data is neither legally nor contractually required, nor are you obliged to provide this data. However, providing this data is necessary for entering into an employment contract with us. Without this data, we are unable to enter into or execute an employment relationship with you.

## 9 To what extent is there automated decision-making?

We do not use automated decision-making as defined by Article 22 GDPR to establish, conduct, or terminate the employment relationship. Should we use such procedures in individual cases, we will inform you separately about this and your related rights if it is legally required.

## 10 Does profiling take place?

We do not process your data with the aim of automatically evaluating certain personal aspects.



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## 11 Information about your right to object under Article 21 GDPR

### 11.1 Right to object on a case-by-case basis

You have the right to object at any time, on grounds relating to your particular situation, to the processing of personal data concerning you which is based on Article 6(1)(f) GDPR (data processing based on a balance of interests). This also applies to profiling based on this provision as defined in Article 4 No. 4 GDPR.

If you object, we will no longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing which override your interests, rights, and freedoms, or the processing is for the establishment, exercise, or defence of legal claims.

### 11.2 Recipient of an objection

The objection can be made informally with the subject "Objection," including your name, address, and date of birth, and should be directed to the contact details mentioned in section 1 or the channel used for the application.

## 12 Changes to this privacy notice

We revise this privacy notice when changes in data processing occur or other occasions make it necessary. The current version is always available on this website.

As of: 13.11.2024

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asCom Confection GmbH  
Sitz der Gesellschaft: 69190 Walldorf  
UST ID-Nr. DE258866248  
Steuer-Nr. 32019/20897

HRB 704161  
Registergericht Mannheim  
Geschäftsführer: Marco Magni

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