

Data protection statement for online applications

We are very pleased that you have decided to apply for a job with us. We treat the protection of your personal data as a matter of great importance. We process your data strictly in accordance with the legal provisions, in particular the EU General Data Protection Regulation (DSGVO) and the Federal Data Protection Act (BDSG revised version). In the following pages we explain how we handle your personal data in connection with an application.

1. Data controller

The data controller in the sense of the DSGVO is

Wernsing Feinkost GmbH, Kartoffelweg 1, 49632 Addrup-Essen,
Tel. 05438/51-01, info@wernsing.de

2. Data Protection Officer

For all questions relating to the processing of your personal data and the exercising of your rights under the DSGVO, please contact our data protection officer:

Isabell Hütter, Tel. 05438/51-605, datenschutz@wernsing.de

3. Which categories of personal data do we process?

As part of our online application process, we collect the data required for a job application. Mandatory information is marked with an asterisk in the application form. These are, for example, first name, surname, address, telephone/mobile number and e-mail address.

In addition, it is possible to voluntarily submit further information via the application form, for example, information about your education / vocational training, desired starting date, salary expectations or additional skills.

In addition, technical information is automatically transmitted to us by your web browser when you visit our pages. This includes, for example, information about the browser you are using, information about the operating system, the time and date of your visit and, if applicable, the referring URL. This information is used exclusively for statistical purposes and for the design of our Internet presence in line with requirements. You as the user remain anonymous. It is not possible for us to combine this data with data from your online application. For further information, please also note our [general data protection regulations](#).

There is no legal or contractual obligation to give us access to your data. However, we will not be able to process your application without the information marked as mandatory in the application form.

4. Purposes of the data processing and legal basis

We process personal data about you for the purpose of your application for an employment relationship, insofar as this is necessary for the decision to establish an employment contract with us. The legal basis for this is section 26 subsection 1 of the German Federal Data Protection Act (BDSG) in conjunction with subsection 8 part 2.

Furthermore, we may use personal data about you, insofar as this is necessary to defend ourselves against any legal claims asserted against us in connection with the application process. The legal basis for this is Section 6 Subsection 1 f) DSGVO; the legitimate interest is, for example, a duty to provide evidence in proceedings under the General Equal Treatment Act (AGG).

In the event that an employment relationship ensues between you and us, we may, in accordance with Section 26, Subsection 1 BDSG, further use the personal data already received from you for the purposes of the employment relationship if this is necessary for the execution or cessation of the employment relationship or to exercise or fulfil the rights and obligations arising from employee representation in conjunction with laws or wage agreements, works or service agreements (collective agreements).

5. Who will receive your data?

Your application will only be seen and dealt with by the responsible members of staff. All employees entrusted with handling such data are required to maintain the confidentiality of your personal information. We may transfer your data to companies which are closely connected with us, insofar as this is permitted within the limits of the purposes and legal basis set out in section 4.

The online application portal is operated on our behalf by Hansalog GmbH & Co. KG, Am Lordsee 1 in 49577 Ankum, Germany, as a so-called contract processor in accordance with Section 28 of the German Data Protection Act (DSGVO). Before awarding this contract, we ensured that Hansalog guarantees the sufficiently secure and legally compliant processing of data, and entered into a contract processing agreement with them.

6. Transfer to third countries

We do not intend to transfer the data to any third country.

7. Duration of data storage

Your personal data will be used for the duration of the application process. If no employment relationship is established between you and us, we will retain the data you have submitted for up to six months after the end of the application process (from the time we send the rejection) in order to answer questions in connection with your rejection and to be able to comply with the obligations of proof arising from the General Equal Treatment Act (AGG).

If you have given us your consent and your application is fundamentally of interest, we will store your data for up to 12 months in order to contact you in the event of new job offers, as appropriate.

You have the right to withdraw your application at any time. In this case your data will be deleted immediately.

If your application leads to the signing of an employment contract, the data you provide may be used for Human Resources purposes within the scope of your employment. In this case, the data will be stored for the duration of your employment relationship and deleted after its conclusion, at the latest after expiry of the statutory limitation periods or contractual time limits applicable to the employment relationship.

8. Data security

We attach great importance to the utmost security of our system and use modern data storage and protection technologies to ensure that your data is optimally protected. All systems in which your personal data is stored are protected against access and are only accessible to a specific group of people.

9. Your rights

As a job applicant, you have the following rights, in the context of which you can contact us or our data protection officer at any time using the details given.

- You have the right to obtain information about the personal data which we hold about you and/or to request copies of such data.
- You have the right to correct incorrect data and, if necessary, to complete incomplete data.
- You have the right to have the personal data which we hold about you deleted if one of the reasons for deletion applies as defined in Section 17 DSGVO.
- You have the right to require us to restrict the use of your data if you dispute the accuracy of the data, if the use is unlawful but you reject its deletion and we no longer require the data, however, you require it for the enforcement, exercising or defence of legal claims or you have lodged an objection to the use of the data in accordance with Section 21 DSGVO.
- You have the right to receive your personal data, which you have made available to us, in a structured, conventional and machine-readable format or to request that it be transferred to another responsible party.
- You have the right to refuse to allow the processing of your data - insofar as this is done in order to protect our legitimate interests in accordance with Section 6 f) DSGVO - provided that there are reasons for doing so which arise from your particular situation.
- You have the right to revoke the consent you have given to us at any time, without affecting the legality of the processing which took place on the basis of the consent provided up until the point of revocation.
- You have the right to lodge a complaint with the data protection supervisory authority if you believe that the handling of your personal data violates the law.

10. Changes to the privacy statement

We reserve the right to adapt this data protection statement to technical and legal developments at any time. In addition, we also draw attention to the [general data protection policy](#) for our website.