

INFORMATION REQUIREMENTS WHEN COLLECTING PERSONAL DATA FOR ONLINE APPLICATIONS [Art. 13, Art. 14 GDPR]

Thank you for your interest in our company. The protection of your personal data is very important to us.

Personal data is information about the personal or factual circumstances of an identified or identifiable natural person. This includes, for example, your full name, address, telephone number, email address and date of birth, but also any other data that can be related to an identifiable person [e.g. application documents].

Our data protection practices comply with legal regulations, in particular those of the EU General Data Protection Regulation [GDPR]. We will only process your personal data as part of the online application process to the extent necessary for the implementation of the process and for the processing of your application. The primary legal basis for this is Art. 6 [1] b) GDPR.

Your data will only be used for other purposes if you have given your express and specific consent to this in advance. Below, we explain what personal information is collected during the online application process and how it is used.

I. Controller

Controller within the meaning of the GDPR:

LINDY Electronics Iberia sl
Calle Balmes, 368,
08006 Barcelona
Spain
T: +34 63 7574223
E: eusales@lindy.com

II. Purpose of data collection/sharing/data access

Your personal application data will be collected and processed exclusively for the purpose of filling positions within our company. Access to your application data is strictly limited to the Human Resources department within the applicant management system. In addition, if a suitable vacancy arises, your application data will be made available to the relevant administrative department and the managers responsible for the vacancy, as well as to a small group of specialists, if necessary.

Our website offers you the opportunity to contact us for the purpose of applying for an advertised position. We use the services of Recrutee B.V., Johan Huizingalaan 763, [1066 VH] Amsterdam, Netherlands (hereinafter: "Recrutee") to organise and process the application process. Recrutee is implemented as a web service directly on our website (hereinafter: "Recrutee website"). When you click on "Careers" on our website, you will be redirected directly to our Recrutee website. In this context, we process your personal data to facilitate the entire application process for the legal reasons set out in Art. 6 [1] (b) and (f) GDPR. When you visit our Recrutee website, personal access data is automatically collected, such as the requesting device, the web browser you are using and the operating system of your device, the IP address of the requesting device, the requests and responses sent to and from your device, the website from which the Recrutee website was requested, and your behaviour on the Recrutee website.

The collection of your personal data and the integration of Recrutee in the context of your visit to our Recrutee website, as well as the associated data processing, is necessary to monitor and improve the recruitment process and the performance of the Recrutee website, based on our legitimate interest in the efficient design of our internal processes and our service, Art. 6(1)(f) GDPR.

Furthermore, the following personal application data may be processed as part of the application process, including, but not limited to, all personal data that you provide to us via the application form: name, email address, telephone number, photo, cover letter, CV, LinkedIn profile, and the position you have applied for, status, notes and plans regarding your application, and email communication. The collection of your personal data and the involvement of Recrutee in the application process, as well as the associated data processing, is necessary for the implementation of pre-contractual measures taken at your request, Art. 6(1)(b) GDPR.

Your personal usage data must be processed by Indeed Ireland Operations Limited, Block B, Capital Dock, 80 Sir John Rogerson's Quay, Dublin 2 (hereinafter "Indeed") in order to enable the "Apply with Indeed" functionalities, even if you do not use this functionality. LinkedIn and Indeed may use cookies. For more information, please refer to Indeed's privacy policy (<https://www.indeed.com/legal>). For more information about data protection at Recrutee, please refer to Recrutee's privacy policy (<https://recrutee.com/security-privacy>).

Your application data will not be used for any other purpose or passed on to third parties. Where necessary, we also process your data on the basis of Art. 6 (1) f) GDPR in order to protect our legitimate interests or those of third parties [e.g. authorities]. This applies in particular to the investigation of criminal offences.

III. Retention period for application data

Your personal application data will generally be deleted six months after completion of the application process. This does not apply if legal provisions prevent deletion, if further storage is necessary for the purpose of providing evidence, or if you have expressly consented to longer storage.

IV. Storage for future job vacancies

If we are unable to offer you a position that is currently vacant, but believe that your application may be of interest for future vacancies based on your profile, we will store your personal application data for twelve months, provided that you expressly consent to such storage and use.

V. Data security/data transmission

SSL or TLS encryption: for security reasons and to protect the transmission of confidential content that you send to us as the site operator, our website uses SSL or TLS encryption. This means that data you transmit via this website cannot be read by third parties. You can recognise an encrypted connection by the "https://" address line of your browser and the lock symbol in the browser line.

We have taken various technical and organisational precautions to protect the data collected as part of your application from manipulation and unauthorised access. No data is transferred outside the European Economic Area [EEA].

VI. Social media presence

We maintain fan pages on various social networks and platforms with the aim of communicating with customers, interested parties and users active there and informing them about our services.

We would like to point out that your personal data may be processed outside the European Union, which may result in risks for you (e.g. in enforcing your rights under European/German law). Please note that some US providers are certified under the Data Privacy Framework (DPF) and have therefore committed themselves to complying with EU data protection standards.

User data is generally processed for market research and advertising purposes. For example, usage profiles can be created based on user behaviour and the resulting interests. These usage profiles can in turn be used, for example, to place advertisements within and outside the platforms that are likely to correspond to the interests of the users. For these purposes, cookies are usually stored on users' computers, in which the usage behaviour and interests of users are stored. Furthermore, data can also be stored in the usage profiles independently of the devices used by users (in particular if users are members of the respective platforms and are logged in to them).

The processing of users' personal data is based on our legitimate interests in effectively informing users and communicating with them in accordance with Art. 6(1)(f) GDPR. If users are asked by the respective providers to consent to data processing (i.e. to declare their consent, e.g. by ticking a checkbox or confirming a button), the legal basis for processing is Art. 6 para. 1 lit. a., Art. 7 GDPR.

Further information on the processing of your personal data and your options for objection can be found under the links of the respective provider listed below. The assertion of information and other rights of the data subjects can also be made against the providers, as they have direct access to the data of the users and have the relevant information. We are of course available to answer any questions you may have and will support you if you need help.

Provider:

Instagram

Meta Platforms Ireland Limited, 4 Grand Canal Square, Grand Canal Harbour, Dublin 2, Ireland
Privacy policy/opt-out: <http://instagram.com/about/legal/privacy/>

LinkedIn

LinkedIn Ireland Unlimited Company Wilton Place, Dublin 2, Ireland
Privacy Policy <https://www.linkedin.com/legal/privacy-policy>
Opt-out: <https://www.linkedin.com/psettings/guest-controls/retargeting-opt-out>

VII. Cookies & Widgets

The "kununu widget" is used in our application portal. When you visit this website, your browser briefly connects to servers belonging to New Work SE ("kununu") in order to provide the "kununu widget" functions (in particular the display of the kununu Live Score). kununu does not store any personal data about you when you visit this website. In particular, kununu does not store any IP addresses. There is also no evaluation of your usage behaviour via the use of cookies in connection with the "kununu widget".

VIII. Revocation of consent/rights of data subjects

You are entitled to revoke any consent you may have given to the use of your personal data at any time with effect for the future. To do so, simply send an email to dsb@lindy.de. Furthermore, you may request information about the data stored about you. You may also have the right to restrict the processing of your data and to request the release of the data you have provided. To exercise your rights, you can contact the aforementioned controller or the supervisory authority.

IX. Questions and assistance

Do you have any further questions about data protection?

Then write to us at: eusales@lindy.de - we will contact you to resolve your problem as quickly as possible or answer your questions promptly.