

1. CONTROLLER UNDER DATA PROTECTION LAW

Deutsche & Japaner GbR
Fritz-Salm-Str. 3a · 68167 Mannheim · Germany

+49 621 43766211
hello@deutscheundjapaner.com
www.deutscheundjapaner.com

Represented by

Moritz Firchow
David Wolpert
Ina Yamaguchi
Julian Zimmermann

2. CONTACT INFORMATION REGARDING
DATA PROTECTION

hello@deutscheundjapaner.com

3. PURPOSES AND LEGAL BASES FOR PROCESSING

We process your personal data in accordance with the provisions of the European General Data Protection Regulation (GDPR) and the German Federal Data Protection Act (BDSG), to the extent necessary for the decision regarding the establishment of an employment relationship with us.

The legal basis for this is Article 88 of the GDPR in conjunction with Section 26 of the BDSG for the purposes of the employment relationship, if this is necessary for the decision regarding the establishment of an employment relationship.

Furthermore, we may process your personal data to the extent that this is necessary to fulfill legal obligations (Article 6(1)(c) of the GDPR) or to defend against or assert legal claims. The legal basis for this is Article 6(1)(f) of the GDPR. A legitimate interest in this context is, for example, the burden of proof in proceedings under the General Equal Treatment Act (AGG).

If you give us your explicit consent to process personal data for specific purposes, the lawfulness of this processing is based on your consent pursuant to Article 6(1)(a) of the GDPR. Consent that has been given may be revoked at any time with future effect (see Section 9 of this Privacy Notice).

If an employment relationship is established between you and us, we may, pursuant to Article 88 of the GDPR in conjunction with Section 26 of the Federal Data Protection Act (BDSG), continue to process the personal data already received from you for purposes related to the employment relationship, to the extent that this is necessary for the performance or termination of the employment relationship or for the exercise or fulfillment of the rights and obligations arising from a law or any collective bargaining agreement, or any company or service agreement (collective agreement), or for the representation of employees' interests.

4. CATEGORIES OF PERSONAL DATA

We process only data related to your application. This may include general personal information (name, address, contact information, etc.), details regarding your professional qualifications and educational background, information on professional development, and, if applicable, any other data you provide to us in connection with your application.

5. SOURCES OF DATA

We process personal data that we receive from you by mail or email when you contact us or submit your application, or that you provide to us through other channels.

6. RECIPIENTS OF THE DATA

We disclose your personal data within our company exclusively to those departments and individuals who require this data to fulfill contractual and legal obligations or to pursue our legitimate interests.

Your personal data is processed on our behalf based on data processing agreements pursuant to Article 28 of the GDPR. In these cases, we ensure that the processing of personal data complies with the provisions of the GDPR. In this context, the categories of recipients include, for example, providers of applicant tracking systems and software. Otherwise, data will only be disclosed to recipients outside the company to the extent that legal provisions permit or require it, the disclosure is necessary to fulfill legal obligations, or we have your consent.

7. TRANSFER TO A THIRD COUNTRY

We do not intend to transfer data to a third country.

8. DURATION OF DATA RETENTION

We store your personal data for as long as is necessary to make a decision regarding your application. Your personal data and application documents will be deleted no later than six months after the conclusion of the application process (e.g., notification of a rejection), unless longer storage is legally required or permitted. Furthermore, we will only store your personal data to the extent required by law or, in specific cases, to assert, exercise, or defend legal claims for the duration of a legal dispute.

If you have consented to the longer retention of your personal data, we will store it in accordance with your declaration of consent.

If, following the application process, an employment, apprenticeship, or internship relationship is established, your data will, to the extent necessary and permissible, initially continue to be stored and subsequently transferred to your personnel file.

Right to Object

To the extent that the processing of your personal data is carried out pursuant to Article 6(1)(f) of the GDPR to safeguard legitimate interests, you have the right, pursuant to Article 21 of the GDPR, to object at any time to the processing of this data for reasons arising from your particular situation. We will then no longer process this personal data unless we can demonstrate compelling legitimate grounds for the processing. These must override your interests, rights, and freedoms, or the processing must serve the purpose of asserting, exercising, or defending legal claims. To exercise your rights, you may contact us using the contact information provided in Section 1.

9. YOUR RIGHTS

Every data subject has the right of access under Article 15 of the GDPR, the right to rectification under Article 16 of the GDPR, the right to erasure under Article 17 of the GDPR, the right to restriction of processing under Article 18 of the GDPR, the right to notification under Article 19 of the GDPR, and the right to data portability under Article 20 of the GDPR.

In addition, you have the right to lodge a complaint with a data protection supervisory authority under Article 77 of the GDPR if you believe that the processing of your personal data is not lawful. This right to lodge a complaint is without prejudice to any other administrative or judicial remedies.

If the processing of data is based on your consent, you are entitled under Article 7 of the GDPR to withdraw your consent to the use of your personal data at any time.

Please note that the withdrawal takes effect only for the future. Processing that took place prior to the withdrawal is not affected.

Please also note that we may be required to retain certain data for a specific period of time to comply with legal requirements (see Section 8 of this Privacy Notice).

10. REQUIREMENT TO PROVIDE PERSONAL DATA

The provision of your personal data as part of the application process is voluntary.

However, we can only make a decision to establish an employment relationship – or enter into an employment relationship with you – if you provide the personal data necessary to process your application.

11. AUTOMATED DECISION-MAKING

The decision regarding your application is not based solely on automated processing. Therefore, no automated decision is made in individual cases within the meaning of Article 22 of the GDPR. We process personal data that we receive from you by mail or email when you contact us or submit your application, or that you provide to us through other means.

Information and Guidelines from

Deutsche & Japaner GbR
Fritz-Salm-Str. 3a
68159 Mannheim
Germany

hello@deutscheundjapaner.com
www.deutscheundjapaner.com

Regarding Data Protection and Our Processing of Applicant Data in accordance with Articles 13, 14, and 21 of the General Data Protection Regulation (GDPR)

Dear Applicants,

We appreciate your interest in our agency.

In accordance with Articles 13, 14, and 21 of the General Data Protection Regulation (GDPR), we hereby inform you about the processing of the personal data you submit as part of the application process, as well as any personal data we may collect and your rights in this regard. To ensure that you are fully informed about the processing of your personal data as part of the application process, please review the information below.