Processing of applicant data

1. For applicants

Data protection information according to GDPR – Status August 2018.

2. General

We take the protection of your personal data very seriously.
Your privacy is an important concern for us.

The following provisions serve to inform you about the processing of personal data in accordance with the requirements of the Basic Data Protection Regulation (GDPR).

In particular, taking into account the duties to provide information in accordance with Articles 12 to 14 of the GDPR, as well as to provide information on the rights of data subjects under the GDPR in accordance with Articles 15 to 22 and Article 34 of the GDPR.

3. Notes on the responsible party

The respective group companies of Belimo based in Germany are responsible for processing your personal data:

BELIMO Stellantriebe Vertriebs GmbH
Rita-Maiburg-Straße 30
70794 Filderstadt, Deutschland
Telefon: +49 711 167 830
E-Mail: info@belimo.de

Belimo Automation Deutschland GmbH
Schücostraße 8
01900 Großröhrsdorf, Deutschland
Telefon: +49 359 521 39 000
E-Mail: infoDE2@belimo.de

When you apply for a position in our company, we process and store your personal data. We take your privacy very seriously and would therefore like to inform you here about how we handle your application data.

4. Purpose of data collection

Before joining our company or during the application process we use your personal data exclusively for the purpose of establishing a contractual relationship to the extent necessary.

5. Data processed by us

The following types of personal data are regularly processed:

- **Applicant data**: name, date of birth, curriculum vitae, nationality/work permit, etc. for the selection, recruitment, entry and exit management.
- **Private contact details**: address, telephone number, email (for the purpose of contact).
- **Data within the framework of personnel screening** e.g. police clearance certificate, reliability test (ZUP).
- **If applicable, data subject to professional secrecy,** e.g. data on health suitability and any restrictions.
- **Other data in personnel management:** severe disability (if relevant), driving licence holder.

We do not require any information from you that is not usable under the General Equal Treatment Act (AGG) (race, ethnic origin, gender, pregnancy, information on physical and mental illness, membership of a trade union, religion or worldview, disability, age, sexual identity or sex life).

We request that you do not send us such data. The same applies to contents that are suitable for violating the rights of third parties (e.g. copyrights, ancillary copyrights or other intellectual property rights, press law or general rights of third parties).

6. Legal basis of the processing:

- to establish, implement and terminate a contractual relationship in accordance with Art. 6 (1) lit. b),
- to fulfil a legal obligation under Art. 6 (1)(c),
- in the case of processing, to safeguard a legitimate interest in accordance with Article 6 paragraph 1 letter f),
- as well as on the basis of your consent by voluntarily providing data which are not absolutely necessary for the purpose (such as hobbies in the curriculum vitae. However, such consent is not required for the conclusion or continuation of an existing contract) in accordance with Art. 6 Paragraph 1 lit. a).

7. Our legitimate interests lie, for example, in:

- the optimisation of the application processes,
- achieving efficiency gains by bundling services in individual group companies (especially personnel, IT),
- ensuring compliance with safety regulations, requirements, industry standards and contractual obligations,
- assertion, exercise or defence of legal claims,
- the prevention of damage and / or liability of the company through appropriate measures.