

Data protection notice for people submitting job applications or enquiries

Thank you for your enquiry/application and your interest in our company. We would like to provide you with some information about how we will process your personal data in connection with your enquiry/application.

Name and address of data controller and of data protection officer

For the purposes of the General Data Protection Regulation (GDPR), other applicable regulations in member states of the European Union, and other regulations pertaining to data protection, the data controller is:

DACHSER LIMITED

Northampton Logistics Centre

Thomas Dachser Way

Brackmills,

Northampton

NN4 7HT

United Kingdom

Tel.: +44 1604 433100

Fax: +44 1604 433101

E-mail: dachser.northampton@dachser.com

Website: www.dachser.co.uk

Scope and purpose of the processing of your personal data

We will process the data that you provided in connection with your enquiry/application in order to answer your enquiry or, in the case of an application, to consider your suitability for the position for which you applied or for other vacancies in our company and to carry out the various steps of the application process. We will collect, store, process, and use your personal data exclusively for the purposes of processing your enquiry or handling your application and filling the vacancy. The enquiry / online application you submitted will be processed as quickly as possible by employees authorised to deal with recruiting matters.

Legal basis

The legal basis for processing your personal data in relation to your enquiry / in this application process is Article 6 Paragraph 1 (a) and (b) GDPR. In the context of application processes, processing is permitted for data required in connection with a decision on whether to enter into an employment relationship. If following completion of the application process the data is required in the course of any legal action, the data may be processed on the basis of the conditions set out in Article 6 GDPR, especially for the purposes of safeguarding legitimate interests in accordance with Article 6 Paragraph 1 (f) GDPR. In that case, our interest is in establishing or countering legal claims.

Sharing of data

By sending us your enquiry / online application, you are consenting to the contracting company and any companies and joint ventures connected with it (hereinafter referred to as the "Group") storing, processing, and sharing your data for the purposes of the application, vacancy filling, and hiring processes to which your application concerns. The personal details you provide in your online application will be treated as strictly confidential in accordance with legal requirements. Within the company, your data will be accessible as a rule only to those people who need it in order to properly handle applications. When sent electronically, your data will be encrypted via HTTPS in order to protect it.

The enquiry / online application you submitted will be processed as quickly as possible by employees authorised to deal with recruiting matters. Next, your enquiry/application will be sent to and reviewed by all employees across the Group with responsibility for selecting candidates for any position that matches your qualifications, in particular the HR managers responsible as well as the relevant functional and line managers.

Data storage and deletion

Your personal data will be processed in compliance with the GDPR. We will collect, store, process, and use personal data exclusively for the purposes of processing your enquiry / handling your application and filling the vacancy.

Once the application process has been concluded, or once you withdraw your online application, your data will be blocked after two months and deleted after six months, in accordance with current legal requirements.

You can withdraw your online application at any time by sending an e-mail to karriere@dachser.com.

Location of processing

Data is processed exclusively in data centres located in the Federal Republic of Germany.

Security measures

Our Group takes security measures to protect your data, which we store for the purpose stated above, against manipulation, loss, destruction, access by unauthorised persons, and unauthorised disclosure. These security measures are systematically reviewed and revised in the light of technical developments.

Auditing of embargo/sanction lists

Any data of yours recorded in our IT system will be handled exclusively in accordance with data protection regulations and used for legally required audits (e.g., Council Regulation (EC) No. 2580/2001).

* Applicant pool and talent relationship management measures *

Our Group maintains an internal applicant pool. In this context, your personal data may be viewed by decision-makers in the Group in the course of their search for candidates for vacant positions. Your data will not be passed on to third parties outside the Group. By agreeing to this declaration, you acknowledge the possibility that your data may be included in the applicant pool. Admission to this applicant pool is contingent upon your signing the corresponding declaration of consent (submitted separately) and takes place only after your application documents have been reviewed and you have been contacted again.

The application data will be stored for one year with your consent and then automatically deleted. If you wish to be removed from the applicant pool prior to that time, please send a brief e-mail to: karriere@dachser.com. We will then promptly delete your data.

Subject to your consent regarding the sending of e-mails, letters, and postcards for birthdays, public holidays, and similar occasions or of e-mails, letters, and postcards regarding events at which we will be present, we will use the requisite data (e-mail address, postal address, date of birth) to stay in touch with you. As with your application data, this data will also be deleted after one year or promptly after you express your wish for your data not to be used in this way.

Your rights as data subject

If your personal data is processed, this makes you a data subject as defined by the GDPR and affords you the following rights in relation to the controller:

1. Right of access

You can obtain confirmation from the controller as to whether or not we are processing personal data concerning you.

Where that is the case, you can obtain access to information from the controller about the following:

- (1) the purposes of the processing of the personal data;
- (2) the categories of personal data being processed;
- (3) the recipients or categories of recipient to whom the personal data concerning you have been or will be disclosed;
- (4) the envisaged period for which the personal data concerning you will be stored, or, if it is not possible to provide specific information, the criteria used to determine that period;
- (5) the existence of the right to request from the controller rectification or erasure of personal data concerning you, and of the right to request restriction of processing of personal data concerning you or to object to such processing;
- (6) the right to lodge a complaint with a supervisory authority;
- (7) any available information as to the source of the data, where the personal data is not collected from the data subject;
- (8) the existence of automated decision-making, including profiling, referred to in Article 22, Paragraphs 1 and 4 GDPR and, at least in those cases, meaningful information about the logic involved, as well as the significance and the envisaged consequences of such processing for the data subject.

You have the right to know whether personal data concerning you is transferred to a third country or to an international organisation. In this context, you can demand information on the appropriate safeguards pursuant to Article 46 GDPR in connection with such a transfer.

2. Right to rectification

To the extent that processed personal data concerning you is incorrect or incomplete, you have the right to obtain rectification or completion of the data from the controller. The controller must rectify the data without undue delay.

3. Right to restriction of processing

You have the right to obtain restriction of processing of personal data concerning you where one of the following applies:

(1) you contest the accuracy of the personal data concerning you, for a period enabling the controller to verify the accuracy of the personal data;

(2) the processing is unlawful and you oppose the erasure of the personal data and request the restriction of its use instead;

(3) the controller no longer needs the personal data for the purposes of the processing, but you require it for the establishment, exercise, or defence of legal claims; or

(4) you have objected to processing in accordance with Article 21 Paragraph 1 GDPR pending the verification of whether the legitimate grounds of the controller override yours.

Where processing of personal data concerning you has been restricted, this data may, with the exception of storage, be processed only with your consent or for the establishment, exercise, or defence of legal claims or for the protection of the rights of another natural or legal person or for important grounds of public interest of the European Union or of a member state.

If data processing was restricted in line with the abovementioned conditions, you will be informed by the controller before the restriction of processing is lifted.

4. Right to erasure

a. Duty to erase

You have the right to obtain from the controller the erasure of personal data concerning you without undue delay and the controller has the obligation to erase this data without undue delay where one of the following grounds applies:

(1) the personal data concerning you is no longer necessary in relation to the purposes for which it was collected or otherwise processed;

(2) you withdraw your consent on which the processing is based pursuant to Article 6 Paragraph 1 (a) or Article 9 Paragraph 2 (a) GDPR, and there is no other legal ground for the processing;

(3) you object to the processing pursuant to Article 21 Paragraph 1 GDPR and there are no overriding legitimate grounds for the processing, or you object to the processing pursuant to Article 21 Paragraph 2 GDPR;

(4) the personal data concerning you has been unlawfully processed;

(5) the personal data concerning you has to be erased for compliance with a legal obligation in Union or member state law to which the controller is subject;

(6) the personal data concerning you was collected in relation to the offer of information society services referred to in Article 8 Paragraph 1 GDPR.

b. Informing third parties

Where the controller has made the personal data concerning you public and is obligated pursuant to Article 17 Paragraph 1 GDPR to erase such data, the controller, taking into account available technology and the cost of implementation, will take reasonable steps, including technical measures, to inform controllers processing the personal data that as the data subject you have requested the erasure by such controllers of any links to, or copy or replication of, such personal data.

c. Exceptions

There is no right to erasure to the extent that processing is necessary:

(1) for exercising the right of freedom of expression and information;

(2) for compliance with a legal obligation that requires processing by Union or member state law to which the controller is subject, or for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller;

(3) for reasons of public interest in the area of public health in accordance with Article 9 Paragraph 2 (h) and (i) as well as Article 9 Paragraph 3 GDPR;

(4) for archiving purposes in the public interest, scientific or historical research purposes, or statistical purposes pursuant to Article 89 Paragraph 1 GDPR insofar as the right referred to in a) above is likely to render impossible or seriously impair the achievement of the objectives of that processing; or

(5) for the establishment, exercise, or defence of legal claims.

5. Right to be informed

If you have exercised your right to rectification, erasure, or restriction of processing vis-à-vis the controller, the controller is obligated to communicate any rectification or erasure of personal data concerning you or restriction of its processing to each recipient to whom the data has been disclosed, unless this proves impossible or involves disproportionate effort.

You have the right to request information about the recipients from the controller.

6. Right to data portability

You have the right to receive the personal data concerning you, which you have provided to the controller, in a structured, commonly used, and machine-readable format. You also have the right to transmit that data to another controller without hindrance from the controller to which the personal data was provided, where:

(1) the processing is based on consent pursuant to Article 6 Paragraph 1 (a) or Article 9 Paragraph 2 (a) GDPR or on a contract pursuant to Article 6 Paragraph 1 (b) GDPR; and

(2) the processing is carried out by automated means.

In exercising this right, you also have the right to have the personal data concerning you transmitted directly from one controller to another, where technically feasible. This shall not adversely affect the rights and freedoms of others.

The right to data portability does not apply to the processing of personal data necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller.

7. Right to object

You have the right, at any time, to object, on grounds relating to your particular situation, to processing of personal data concerning you that is based on Article 6 Paragraph 1 (e) or (f) GDPR, including profiling based on those provisions.

The controller will no longer process the personal data unless the controller demonstrates compelling legitimate grounds for the processing that override your interests, rights, and freedoms or the processing is for the establishment, exercise, or defence of legal claims.

Where personal data concerning you is processed for direct marketing purposes, you have the right to object at any time to the processing of personal data concerning you for such marketing, which includes profiling to the extent that it is related to such direct marketing.

Where you object to processing for direct marketing purposes, the personal data concerning you will no longer be processed for such purposes. In the context of the use of information society services, and notwithstanding Directive 2002/58/EC, you can exercise your right to object by automated means using technical specifications.

8. Right to withdraw data protection declaration of consent

You have the right to withdraw your data protection declaration of consent at any time. Withdrawal of consent will not affect the lawfulness of processing based on such consent prior to its withdrawal.

9. Automated individual decision-making, including profiling

You have the right not to be subject to a decision based solely on automated processing, including profiling, which produces legal effects concerning you or similarly significantly affects you. This does not apply if the decision:

(1) is necessary for entering into, or performance of, a contract between you and the controller;

(2) is authorised by Union or member state law to which the controller is subject and that also lays down suitable measures to safeguard your rights and freedoms and your legitimate interests; or

(3) is based on your explicit consent.

However, these decisions must not be based on special categories of personal data referred to in Article 9 Paragraph 1 GDPR, unless Article 9 Paragraph 2 (a) or (g) GDPR applies and suitable measures to safeguard your rights and freedoms and your legitimate interests are in place.

In relation to the cases referred to in points (1) and (3), the data controller will implement suitable measures to safeguard your rights and freedoms and your legitimate interests, at least the right to obtain human intervention on the part of the controller, to express your point of view and to contest the decision.

10. Right to lodge a complaint with a supervisory authority

Without prejudice to any other administrative or judicial remedy, you have the right to lodge a complaint with a supervisory authority, in particular in the member state of your habitual residence, place of work, or place of the alleged infringement, if you consider that the processing of personal data concerning you infringes the GDPR.

The supervisory authority with which the complaint has been lodged will inform the complainant on the progress and the outcome of the complaint, including the possibility of a judicial remedy in accordance with Article 78 GDPR.

General data protection declaration on our website

In addition to this data protection declaration, the general data protection declaration on our website also applies: <https://www.dachser.com/en/>