

Data protection information for applicants for a job at the riha WeserGold Beverage Group Germany

1) General information

You would like to apply for a job with a company of the riha WeserGold Beverage Group based in Germany. We hereby inform you about the associated processing of your personal data and the rights to which you are entitled under data protection law.

2) Who is responsible for data collection and who can you contact?

The company of the riha WeserGold Beverage Group listed below to which you have addressed your request for information is responsible for the collection of your personal data:

- riha WeserGold Getränke GmbH & Co KG, Behrenstr. 44-64, 31737 Rinteln, Telephone: 05751 404-0, e-mail: info@riha-wesergold.de;
- Fructa Getränkeindustrie GmbH, Behrenstr. 44-64, 31737 Rinteln, Telephone: 05751 404-0, e-mail: info@riha-wesergold.de;
- Mecklenburger Bioobst GmbH & Co KG, Kogeler Str. 16, 19243 Wittendörp, Telephone: 038852 99-0, e-mail: info@riha-wesergold.de.

We have appointed a data protection officer for riha WeserGold Getränke GmbH & Co. You can reach him as follows:

- riha WeserGold Getränke GmbH & Co KG, Data Protection Officer, Behrenstr. 44-64, 31737 Rinteln, Germany, e-mail: datenschutz@riha-wesergold.de.

3) For what purposes do we process your data and what is the legal basis for this?

We process personal data in compliance with the EU General Data Protection Regulation (GDPR), the German Federal Data Protection Act (BDSG) and all other relevant laws.

We process your personal data that you have sent us in connection with your application on the basis of Article 6(1)(f) GDPR because we have a legitimate interest in assessing your suitability for any vacant position in our company and in carrying out the application process. Another legal basis for data processing is Section 26 (1) German Federal Data Protection Act (BDSG) in conjunction with Article 88 GDPR. According to this, the processing of data required in connection with the decision on the establishment of an employment relationship is permitted.

If your data is required for legal prosecution after completion of the application process, the necessary data processing is carried out on the basis of Article 6(1)(f) GDPR to safeguard our legitimate interests. Our interest then lies in the assertion or defence of claims.

4) Do you have an obligation to provide your personal data?

As part of the application process, you generally only need to provide the data that we require to select candidates for a vacant position. Without this data, you will generally not be able to take part in the application process.

5) Who will your data be passed on to?

We are a group company. If your application could also be of interest to other of our Group companies, e.g. because a suitable position is currently vacant there or because a person with your applicant profile could be considered for employment there for other reasons, your application may be forwarded to the company concerned. Legally, we may base the transfer of your personal data to the respective Group company on our legitimate interest in accordance with Article 6(1)(f) GDPR. All our locations to which we may pass on your data are located within the EU and therefore within the scope of the GDPR. The departments within the Group companies to which your application data is forwarded are limited to HR administration and the respective responsible company departments for which your person may be considered for employment.

If you receive a reimbursement of costs from us in connection with your application, only the part of your personal data required for this will also be passed on to our accounting department, our tax consultants and the tax authorities.

6) How long will the data be stored?

If the application process does not result in an employment relationship with you, we will return any written application documents we have received from you 6 months after the end of the selection process. We will delete any other data we have about you after this period has expired.

In the event that you have consented to further use and storage of your personal data, we will transfer your data to our applicant pool. The data will be deleted there after a maximum of 1 ½ years.

Should your data be required for legal prosecution after completion of the application process, your data will be deleted after the legal proceedings have ended and, if applicable, after the expiry of the associated statutory retention and limitation periods.

If you are accepted for a position as part of the application process, the data from the applicant data system will be transferred to our personnel information system.

If you have received a reimbursement of costs from us in connection with your application, the storage period of the data required by us in this regard as proof to the tax authorities is based on Section 147 of the German Fiscal Code (AO). In this case, the retention period is generally 10 years. In the case of external tax audits in accordance with Section 193 AO, retention periods may also exceed a period of 10 years. The additional legal basis for the processing of your data in this case would include Article 6(1)(c) GDPR, as there may be a legal obligation to do so.

7) Does automated decision-making or profiling take place in individual cases?

As a matter of principle, we do not use decision-making based solely on fully automated processing in accordance with Article 22 GDPR. This includes profiling. If we use these procedures in individual cases, we will inform you of this separately if this is required by law.

8) What rights do you have?

In connection with the processing of your personal data, you are entitled to the rights listed below in accordance with the General Data Protection Regulation (GDPR):

- You can request information about the personal data stored about you using the contact details provided above (Article 15 GDPR).
- You can request the rectification or erasure of your data under the conditions specified in the General Data Protection Regulation (GDPR) (Articles 16 and 17 GDPR).
- You have the right to request the restriction of the processing of your personal data (Article 18 GDPR).
- You may request that the data provided by you be returned to you in a structured, commonly used and machine-readable format (Article 20 GDPR).
- You have the right to complain to a supervisory authority about the processing of your personal data.
- If the data processing is based on your consent, you can withdraw this consent at any time (Article 7(3) GDPR). Please note that the revocation is only effective for the future. Data processing that took place before the revocation remains unaffected by the revocation.
- You also have the right of objection mentioned below:

Right to object pursuant to Article 21 GDPR

If we process your personal data to protect legitimate interests (see section 2 c) above), you can object to this processing at any time informally for reasons arising from your particular situation (Article 21 (1) GDPR).

Please refer to our contact details listed above under point 2.