

Privacy statement for applicants

Processing of applicant data

We process applicants' personal data (see Appendix) in order to implement the application process, and to ensure an optimal staffing balance across our company (including Group companies). The legal basis for our data processing is our overriding legitimate interest in conducting an efficient application process (Art. 6 (1)(f) GDPR), as well as the requirement to execute pre-contractual measures (Art. 6 (1)(b) GDPR). We collect applicant data from data provided by applicants (e.g. their emailed CVs), or we collect it ourselves (e.g. notes taken during interviews).

We take all necessary organizational and technical measures to ensure the confidentiality of applications within the framework of applicable national and European legal provisions. We incorporate the latest data security standards when processing data. All personnel involved in the application process are obliged to keep applicants' personal data confidential. Access to applicants' personal data is limited to relevant personnel in our Human Resources Department and in the specialist divisions responsible for selecting applicants.

Applicants are not obliged to provide us with their personal data. However, failure to do so impedes our ability to process their applications.

Retention period

We generally retain applicants' data for six months from the time the application is rejected (completion of the unsuccessful application process).

In the case of pending official or legal proceedings, we may also retain personal data beyond the above-mentioned period for the duration of the respective proceedings, insofar as retention is a requirement of the proceedings in question.

We may also retain data for up to 24 months, insofar as applicants have consented to this extended retention period.

If the application is successful, we will retain data collected in connection with the application process for as long as statutory retention periods apply, or until any legal claims lapse. If an employment relationship is concluded, application documents will be retained as part of the personnel file.

Applicants' rights with regard to personal data

Under applicable law, applicants are entitled, inter alia:

- to check whether and which personal data we have stored about them, and to receive copies of this data,
- to request the correction, supplementation, or deletion of personal data that is incorrect or is not processed in accordance with the law,
- to request that we restrict the processing of their personal data,
- to object to the processing of their personal data under certain circumstances, or to revoke any consent previously given for the processing, whereby such revocation does not affect the legality of the processing until the revocation,
- to request data portability,
- to request the disclosure of third parties to whom their personal data is transmitted, and
- to lodge a complaint with the data protection authority.

You can reach us via the following contact details:

INTECO melting and casting technologies GmbH

Wienerstraße 25

8600 Bruck an der Mur

jobs@inteco.at

Appendix to the privacy statement for applicants

Categories of applicants' processed personal data

- Name
- Title
- Date of birth
- Citizenship
- Work permit status
- Gender
- Address
- Telephone number
- Email address
- Photo
- CV
- Motivational letter/Cover letter
- Certificates
- Professional experience
- Education
- Continuing education
- Language skills
- Driving license
- Desired activity, including number of hours, start date, and location
- Salary expectations
- Interview notes
- Source of hire
- Reference information
- Type of application (email, post, etc.)
- Application status
- Application history (date, time, comments)
- Correspondence with the applicant
- Assessment of the extent to which the applicant meets the profile requirements