

Information on the processing of personal data in accordance
with Art. 13, 14 and 21
of the General Data Protection Regulation (GDPR)
for applicants



Dear Applicant (m/f/d),

we would like to inform you about the processing of your personal data by us and about your rights under data protection law.

Name and contact details of the data controller and the data protection officer	EuroGarden NV/SA Sint-Truidensesteenweg 252 3300 Tienen Belgium
	Telefoon : +32 (0)16 80 54 39 Fax : +32 (0)16 80 54 38 Mail address (general): info@eurogarden.be The data protection officer can be reached as follows: Digital Compliance Consulting GmbH Phone (landline): +49 (0)2421 5559333 Mail address: datenschutz@digital-compliance-consulting.com
Origin of the personal data	We process personal data that we receive or have received from you as part of the application or selection process. As a rule, personal data is collected directly in the selection process for the position to be filled. In addition, we may process personal data that we have permissibly obtained from publicly available sources (e.g., professional networks).
Categories of personal data	We process the following categories of personal data about you. <ul style="list-style-type: none"> • Identification data e.g. name, date of birth, place of birth, gender, marital status, names and dates of birth of family members, photo • Private address and contact data, if applicable with marital status and relatives • Development/appraisal data e.g. CV, references, qualifications, evaluations
Purposes and legal bases for the processing of personal data	We process your personal data primarily based on Art. 6 (1) b GDPR. According to this, the processing of data is permitted if it serves the purpose of establishing, implementing and terminating the employment relationship . In addition, we process personal data in accordance with Art. 6 (1) c GDPR in conjunction with local law, insofar as this is necessary for the fulfillment of legal obligations to which we are subject as a company. The purposes of processing include, for example, retention obligations under commercial and tax law, or social security law. In addition, we are required by European anti-terrorism regulations 2580/2001 and 881/2002 to check your applicant data against so-called “EU terror lists” at the latest prior to any intended recruitment to ensure that no funds or other economic resources are provided for terrorist purposes.

<p>Recipients of the data or categories of recipients</p>	<p>Within our group of companies, only those persons and departments will have access to your data that need it to fulfill their contractual (and legal) obligations. In this context, the data may be passed on to other companies within our group of companies in order to perform data processing tasks (e.g. application/selection procedures).</p> <p>In addition, we may disclose your personal data to other recipients to the extent necessary to fulfill our contractual and legal obligations as an employer. These may be, for example:</p> <ul style="list-style-type: none"> • Authorities (e.g. courts) • Lawyers to clarify claims or accusations • Tax consultant and auditor
<p>Duration of storage and criteria for determining the storage period</p>	<p>We delete your personal data as soon as they are no longer required for the above-mentioned purposes and no further legal retention periods prevent the deletion. After the selection process has been completed and the vacant position has been filled, your personal data will be stored for as long as we are obliged to do so.</p> <p>If claims are asserted against us, the time for which personal data may be retained may be extended.</p> <p>If we would like to store your application (your personal data) to be able to return to it for another vacant position in our company, we will contact you separately in writing and ask for your consent in this regard.</p>
<p>Data subject rights and right of appeal</p>	<p>In accordance with Art. 15 GDPR, you have the right to receive information about the data stored about you. If incorrect personal data has been processed, you have the right to rectification in accordance with Art. 16 GDPR.</p> <p>If the legal requirements are met, you may request erasure pursuant to Art. 17 GDPR or restriction of processing pursuant to Art. 18 GDPR.</p> <p>According to Art. 20 GDPR, you can assert the right to data portability for data that is processed automatically based on your consent or a contract.</p> <p>In addition, you have the right to object to data processing pursuant to Art. 21 GDPR. In this case, you have the right to object at any time, on grounds relating to your situation, to the processing of personal data concerning you that is carried out based on Art. 6 (1) f GDPR (data processing based on legitimate interests).</p> <p>If you object, we will no longer process your personal data unless there are compelling legitimate grounds for the processing which override your interests, rights and freedoms, or the processing serves to assert, exercise or defend legal claims.</p> <p>These rights may be asserted informally directly to the Human Resources Department/HR Service and should be directed, if possible, to: privacy@eurogarden.be</p> <p>If you believe that data processing violates data protection law, you have the right to complain to a data protection supervisory authority. You can reach the data protection supervisory authority responsible for us under the following contact details:</p> <p>l'Autorité de protection des données (APD) Rue de la Presse 35 1000 Bruxelles Numéro de téléphone : +32 (0)2 274 48 00</p>
<p>Voluntariness or obligation to provide the data</p>	<p>The provision of personal data is necessary for the lawful execution of the selection process. If your application does not contain all the personal data required for the decision, we would like to point out as a precaution that this may result in your not being considered for the position.</p>

Indications on the existence of an automated decision including profiling	Neither automated decision-making nor profiling takes place.
Transfer of data to a third country	<p>We disclose in the context of the following processing activities, among others: application/selection procedures, we share personal data with USA,</p> <p>Within our group of companies, all companies involved in these processing activities have signed a framework agreement (Inter Company Contract). In addition to the provisions regarding mutual commissioned processing pursuant to Article 28 of the GDPR and possible joint responsibilities pursuant to Article 26 of the GDPR, the requirements for data transfer to third countries (EU standard contractual clause pursuant to Article 44 et seq. of the GDPR) are also agreed.</p> <p>If you would like more information about this, please contact the person responsible. If possible, your request should be addressed to: privacy@eurogarden.be</p>