

Data protection information for applicants

Our handling of your data and your rights

Information in accordance with Art. 13, 14 and 21 of the EU Data Protection Basic Regulation (DSGVO)

In accordance with the EU General Data Protection Regulation (GDPR), we hereby inform you about the processing of your personal data by us during the application process and about the rights to which you are entitled. This information will be updated as necessary and published [here](#).

1. Who is responsible for data processing and who can I contact?

Responsible are we,
Lendico Germany GmbH
Köpenicker Straße 40-41
10179 Berlin
Phone: + 49 (0) 30 3982052-60
E-mail: hr@lendico.de
Website: www.lendico.de

Contact details of the data protection officer:

Dr. Karsten Kinast, lawyer, LL.M.
KINAST Rechtsanwaltsgesellschaft mbH
Hohenzollerring 54
D-50672 Cologne, Germany
E-mail: datenschutz@lendico.de
Website:
<http://www.kinast.eu/externer-datenschutzbeauftragter/>

2. What sources and data do we use?

We process data which we receive from you or from third parties acting on your behalf (e.g. personnel service providers) within the scope of your application.

Specifically, we process the following data in particular:

- First name / Surname
- Address (city)
- email address
- Telephone numbers (optional information)
- curriculum vitae
- Certificates, proofs of qualification
- Salary expectation
- Available from

3. What do we process your data for (purpose of processing) and on what legal basis?

In the following, we will inform you for what purpose and on what legal basis we process your data.

3.1 Decision on the establishment / Performance of an employment relationship

(§ 26 para. 1 sentence 1 BDSG (Federal Data Protection Act))

We process your data to decide whether to establish an employment relationship with you. At the same time, the data serve as a basis for the implementation of any established employment relationship.

3.2 Due to the fulfilment of legal obligations (Art. 6 para. 1 lit. c GDPR)

As a company involved in the brokerage of loans, we are subject to a large number of (supervisory) legal obligations. These also relate to due diligence in the selection of new employees. Against this background, it may be necessary, among other things, to request, check and save a police clearance certificate

from you.

In addition, it may be necessary in individual cases to check whether they live in orderly economic conditions. This can be done, for example, by means of SCHUFA information.

As far as the concrete purpose permits, we process your data pseudonymised or anonymised.

3.3 Due to the legitimate interest (Art. 6 para. 1 lit. f DSGVO)

If your application has reached us via a personnel service provider, we will send them the information on the outcome of the application procedure that is necessary for the calculation of any remuneration entitlement (in particular gross annual salary).

4. Who gets my data?

A passing on of your data takes place only under keeping of the confidentiality and only as far as a legal basis permit this.

Within Lendico, those jobs that need your data to carry out the application process will receive it.

This applies above all to the personnel department and the specialist area for which your application is suitable.

If your application has reached us via a personnel service provider, we will send this provider the information on the outcome of the application procedure that is necessary for the calculation of any remuneration entitlement (in particular gross annual salary).

We also make use of the software and IT services of external service providers with whom we have concluded contracts for the processing of personal data on behalf of third parties (Art. 28 GDPR).

5. How long will my data be stored?

If necessary, we process your personal data for the duration of the application process.

Finally, the storage period is also assessed according to the statutory limitation periods. Considering the provisions of the General Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz - AGG), this is six months after completion of the application procedure.

6. What other data protection rights do I have?

You have the right to information (Art. 15 GDPR, § 34 BDSG (Federal Data Protection Act)), correction (Art. 16 GDPR), deletion (Art. 17 GDPR, § 35 BDSG (Federal Data Protection Act)), restriction of processing (Art. 18 GDPR) and data transferability (Art. 20 GDPR) under the respective legal conditions. You also have the right to appeal to a data protection supervisory authority (Art. 77 GDPR, § 19 BDSG (Federal Data Protection Act)).

7. Am I obliged to provide data?

As part of the application process, we need to process certain data in order to assess the professional and personal suitability of an applicant for a specific position and to ensure a fair application process for other applicants. Without the provision of this data, we will generally not be able to carry out the application procedure.

8. What rights of objection do I have? (Art. 21 GDPR)

Right of objection in individual cases

You have the right, for reasons arising from your personal situation, to object at any time to the processing of personal data unless we can prove compelling reasons for the processing worthy of protection which outweigh your interests, rights and freedoms, or the processing serves the assertion, exercise or defence of legal claims.

You can send your objection for example to: datenschutz@lendico.de.

data concerning you pursuant to Art. 6 para. 1 lit. f GDPR (data processing based on a weighing of interests).