

DATA PROTECTION DECLARATION of the companies of the AGROLAB GROUP for applications

We are delighted that you would like to apply for a job with us.

AGROLAB expressly points out that simple **e-mail applications** are sent **using standard TLS encryption**. If you do not agree to this, we recommend that you encrypt your application documents yourself using [7Zip](#). You must then inform us of the password by telephone.

In the following, we explain how we process your personal data in the context of an application and provide further relevant information in this context.

1. Who is responsible for the processing of your personal data?

The company ([see our location map](#)) of the AGROLAB GROUP to which you have applied (hereinafter referred to as "we") is the controller within the meaning of the EU General Data Protection Regulation ("GDPR").

AGROLAB GmbH uses the "onlyfy one (by XING)" service to process applications in Germany. The privacy policy at <https://agrolab.onlyfy.jobs/policy> informs you about the processing of your data by the onlyfy one service and by AGROLAB GmbH.

With regard to the interaction in the company account of AGROLAB GmbH, there is a so-called joint responsibility of AGROLAB GmbH and New Work SE pursuant to Art. 26 GDPR, as they jointly determine the purposes and means of processing within the meaning of Art. 4 No. 7 GDPR. The current version of the agreement on joint controllership pursuant to Art. 26 GDPR, which New Work SE concludes with the companies that use onlyfy one, can be viewed here as an appendix to the GTC <https://www.xing.com/terms/onlyfy-one> to find out about the essentials of the agreement.

2. Data Protection Officer

For all questions relating to the processing of your personal data and the exercise of your rights under the GDPR, you can consult our data protection officer, who can be contacted at data-protection@agrolab.de.

3. For what purposes and on what legal basis do we process personal data?

We process personal data about you for the purpose of your application for an employment relationship, insofar as this is necessary for the decision on the establishment of an employment relationship with us. The legal basis for this is § 26 para. 1 in conjunction with para. 8 sentence 2 BDSG.

Furthermore, we may process personal data about you if this is necessary for the defence of legal claims asserted against us in the application process. The legal basis for this is Article 6(1)(f) GDPR. The legitimate interest is, for example, a burden of proof in proceedings under the General Equal Treatment Act (AGG).

If an employment relationship is established between the applicant and AGROLAB, we may process the personal data already received from you for the purposes of the employment relationship in accordance with [Art 88 GDPR](#).

4. What categories of personal data do we process?

We process data in connection with your application. This may be general personal data (such as name, address and contact details), information about your professional qualifications and schooling or information about further professional training or other information that you provide to us in connection with your application. We may also process job-related information that you have made publicly available, such as a profile on professional social media networks.

5. What categories of recipients of data are there?

We may transfer your personal data to companies affiliated with us (e.g. tax consultancy, payroll accounting of AGROLAB GmbH) insofar as this is permitted within the scope of the purposes and legal bases set out in Section 3. Otherwise, personal data is processed on our behalf on the basis of contracts in accordance with Art. 28 GDPR, in particular by host providers or providers of applicant management systems.

6. Is the transfer to a third country intended?

A transfer to a third country is not intended.

7. How long will your data be stored?

We store your personal data for as long as is necessary to make a decision about your application. If an employment relationship between you and us does not materialise, we may also continue to store data if this is necessary for the defence against possible legal claims. In this case, the application documents will be deleted six months after notification of the rejection decision, unless longer storage is required due to legal disputes.

8. What rights do you have?

As an applicant with us, you have the following data protection rights, depending on the individual situation, which you can exercise at any time by contacting us or our data protection officer using the details provided in sections 1 and 2:

a. Information

You have the right to obtain information about your personal data processed by us and to request access to your personal data and/or copies of this data. This includes information about the purpose of use, the category of data used, its recipients and authorised persons and, if possible, the planned duration of data storage or, if this is not possible, the criteria for determining this duration;

b. Rectification, erasure or restriction of processing

You have the right to obtain from us without undue delay the rectification of inaccurate personal data concerning you. Taking into account the purposes of the processing, you have the right to have incomplete personal data completed, including by means of providing a supplementary statement.

c. Right of objection

If your personal data is processed on the basis of Article 6(1)(f) GDPR, you have the right to object to the processing of this data at any time on grounds relating to your particular situation. We will then no longer process this personal data unless we can demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms, or the processing serves the establishment, exercise or defence of legal claims.

d. Right of cancellation

If the processing is based on consent, you have the right to withdraw your consent at any time without affecting the lawfulness of processing based on consent before its withdrawal. To do so, you can contact us or our data protection officer at any time using the details given above.

e. Right to cancellation

You have the right to obtain from us the erasure of personal data concerning you without undue delay and we are obliged to erase personal data without undue delay where one of the following grounds applies:

- The personal data are no longer necessary for the purposes for which they were collected or otherwise processed

- They object to the processing in accordance with point 8.c above and there are no overriding legitimate grounds for the processing.
- The personal data was processed unlawfully.
- The deletion of personal data is necessary to fulfil a legal obligation under Union law or the law of the Member States to which we are subject.

This does not apply if the processing is necessary:

- for compliance with a legal obligation which requires processing by Union or Member State law to which we are subject.
- for the assertion, exercise or defence of legal claims.

f. Right to restriction of processing

You have the right to demand that we restrict processing if one of the following conditions is met:

- the accuracy of the personal data is contested by you, for a period enabling us to verify the accuracy of the personal data,
- the processing is unlawful and you oppose the erasure of the personal data and request the restriction of their use instead;
- we no longer need the personal data for the purposes of the processing, but they are required by you for the establishment, exercise or defence of legal claims, or
- you have objected to processing pursuant to point 8.c above pending the verification whether our legitimate grounds override yours.

Where processing has been restricted under this point (e), such personal data shall, with the exception of storage, only be processed 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 reasons of important public interest of the Union or of a Member State.

If you have obtained a restriction of processing, we will inform you before the restriction is lifted.

g. Right of appeal

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 relating to you infringes the GDPR.

9. Necessity of the provision of personal data

The provision of personal data is neither legally nor contractually required, nor are you obliged to provide the personal data. However, the provision of personal data is necessary for the conclusion of a contract of employment with us. This means that if you do not provide us with any personal data when applying, we will not enter into an employment relationship with you.

10. No automated decision-making

There is no automated decision-making in individual cases within the meaning of Art. 22 GDPR, i.e. the decision on your application is not based exclusively on automated processing.