

This notice provides you with information on how Schoeller Bleckmann Edelstahlrohr GmbH, Rohrstraße 1, A - 2630 Ternitz („SBER“, “we”) processes personal data. The provision of your personal data is voluntary and serves the purpose of handling the application process efficiently.

**1. Primarily we obtain personal data of applicants from:**

- public sources (e.g. internet)
- personal consultants
- information of the data by you in the course of the application process (e.g. mailing the letter of application)
- memos of our human resources employee during the job interview
- legitimate transmissions from other third parties (e.g. employment agencies)

**Relevant personal data are:**

- title, first name and surname
- birth date
- foto
- nationality
- address
- contact details (esp. phone and e-mail)
- work permit
- driving license (licence categories, crane and lift truck operating licence)
- language skills
- professional experience
- completed school-, university- and vocational degree of education
- employment status
- completion of military service / civilian service
- motor vehicle
- suitability for shift operation and operations in accordance with the specific function
- medical limitations regarding the specific function
- last wage or salary
- earliest possible start of work
- special knowledge
- curriculum vitae (CV) and letter of motivation
- credentials and certificates
- engagement in an employment agency

**2. What are the purposes of the processing of your data?**

Processing the above referenced data serves the purpose of executing applications efficiently in order to fill vacant positions.

**3. Legal basis of the processing**

We process your personal data,

- a) because it is necessary for the initiation of an employment contract (Article 6 subsec.1 lit.b GDPR)
- b) on the basis of our prevailing legitimate interest pursuant to Article 6(1) lit.f GDPR (especially the efficient execution of the application process, statute of limitations of non-discrimination and disability laws)
- c) on the basis of a given consent of the applicant (Article 6 subsec.1 lit.a GDPR)
- d) because it is necessary for the purposes of occupational medicine and for the assessment of the working capacity of the employee (Article 9 subsec.2 lit.h GDPR)
- e) to assess individual work permit examinations; esp. for applicants of non-EU countries and key workers (Article 9 subsec.2 lit.b GDPR)

#### **4. Transfer of your data**

In addition to the recruiter, people who could obtain your data within SBER are senior executives and managers of the respective departments. The data of key workers also could be transmitted to companies that are part of our corporate group. The transmission of the data in these specific cases occurs on the basis of the prevailing legitimate interest of SBER or the other companies of our corporate group.

#### **5. Retention periods**

In the case of a consent we will keep your application in file for seven months from the date of the occupation. Without a consent we store your data for seven months at the most (statute of limitations of non-discrimination and disability laws)

#### **6. Controller of the data processing and contact details**

Schoeller Bleckmann Edelstahlrohr GmbH  
represented by the managing director  
Rohrstraße 1  
2630 Ternitz, Austria

Please address your requests or questions concerning the processing of your personal data to:

**e-mail: [dsgvo@sber.co.at](mailto:dsgvo@sber.co.at)**

**phone: +43-2630/316-0**

#### **General rights in connection with your personal data**

Under applicable law, you have, among others, the rights (under the conditions set out in applicable law):

- (i) to check whether and what kind of personal data we hold about you and to request copies of such data,
- (ii) to request correction, supplementation or deletion of your personal data that is inaccurate or processed in non-compliance with applicable requirements, and
- (iii) to request the restriction of processing of your personal data,
- (iv) in certain circumstances, to object for legitimate reasons to the processing of your personal data or to revoke consent previously granted for the processing,
- (v) to request data portability,
- (vi) to know the identities of third parties to which your personal data are transferred, and
- (vii) to lodge a complaint with the competent authority.