

Data protection information on the processing of personal data for applicants

TDK-Lambda Europe GmbH ("TDK-Lambda") takes the protection of your personal data very seriously. With this information on data processing, we comply with our information obligations under Art. 12, 13 and 14 of the General Data Protection Regulation (hereinafter referred to as "GDPR"). This data protection notice informs you about the processing of your personal data in the context of the application process as well as the rights to which you are entitled under the GDPR.

1. Person in charge

The data controller is:

TDK-Lambda Europe GmbH
Karl-Bold-Straße 40
77855 Achern
Germany
E-Mail: tlg.powersolutions@tdk.com

If you have any questions about how we handle your personal data, please do not hesitate to contact us at any time by e-mail at tlg.dataprotection@tdk.com.

2. Data protection supervisor

You are also welcome to contact our data protection officer with your questions at the following contact details:

Bechtle GmbH
Leinenweberstraße 1
Privacy Team
79106 Freiburg im Breisgau
Germany
E-Mail: ds-team.freiburg@bechtle.com

3. Processing of personal data in the context of the application process

Thank you for your interest in working in our company. In the following, we would like to inform you about which personal data is processed by us in the context of the application process and for what purposes and on what legal basis we use it.

3.1. Categories of personal data processed

In the context of processing your application, we process the following categories of data in particular: Contact details (e-mail address and telephone number/mobile phone number, if applicable),

- Personal master data (first and last name, date of birth, address)
- Contact details (telephone number, mobile number, fax number, e-mail address)
- Data on assessment and evaluation in the application process
- Data on education (school, vocational training, civil/military service, studies, doctorate)
- Data on previous professional career, training and employment references
- Information on other qualifications (e.g. language skills, computer skills, volunteer work)
- If applicable, application photo
- Information about the desired position and desired salary
- Application history
- Letters of recommendation from previous employers or any other contacts
- Other information you provide in your application or the further procedure
- Special categories of personal data (health data such as severe disabilities) if they are voluntarily provided by you

TDK-Lambda wants to assess all applicants only on the basis of their qualifications. Therefore, please refrain from disclosing sensitive personal data about yourself (e.g. information about ethnic origin, political opinions, religious or philosophical beliefs, trade union membership or sexual orientation) when submitting your application, as this information is generally not necessary for an assessment of your skills and qualifications for the purpose of deciding on your application. However, if certain information is absolutely necessary for the performance of the employment relationship, such as information about a severe disability, TDK-Lambda will of course take this into account and process it within the legally prescribed framework.

3.2. Purposes and legal basis for processing your personal data

We base the processing of your data on the necessity of the processing for the establishment of an employment relationship with you or for the taking of pre-contractual measures at your request (legal basis is Art. 6 para. 1 sentence 1 lit. b GDPR).

Insofar as we process special categories of personal data in accordance with Art. 9 (1) GDPR in the context of the application process (such as information about a severe disability), this is done on the basis of Art. 9 (2) (b) GDPR, Art. 88 GDPR in conjunction with Section 26 (3) BDSG (exercise of rights and fulfilment of obligations under employment law, social security and social protection law). In addition, the processing of health data may be necessary for the assessment of your ability to work in accordance with Art. 9 para. 2 lit. h, in conjunction with § 22 para. 1 lit. b BDSG.

In addition, we may process your data if this is necessary to safeguard our legitimate interests in asserting, exercising or defending legal claims (the legal basis is Art. 6 para. 1 sentence 1 lit. f GDPR and, insofar as special categories of personal data are affected, in conjunction with Art. 9 para. 2 lit. f GDPR).

3.3. Origin or sources of personal data processed

As a rule, your personal data will be provided directly by you (e.g. by handing over your application documents) or collected by us in the course of the application process. We may also receive data from third parties (e.g. job agencies), e.g. insofar as they work for you or us (as an intermediary).

On the other hand, we may collect personal data that you have published via application platforms, as well as publicly accessible and professionally used social media for the purpose of maintaining existing business contacts and making new business contacts (e.g. LinkedIn, Xing). This includes your name, contact details, employment history details and other relevant data that you may disclose in the relevant network for professional purposes.

3.4. Recipients or categories of recipients of the personal data

We will use the personal data you submit exclusively to process your application for the advertised position. Only employees of the HR department, the relevant supervisor, members of the works council, representatives of severely disabled employees, equal opportunities officers and other persons involved in the application process will only have access to your personal data. All employees entrusted with data processing are obliged to maintain the confidentiality of your data.

In the destruction of files and data carriers, as well as in the support of our IT systems, external service providers may be used, but they are all contractually obliged to comply with data protection regulations.

In addition, we do not pass on your personal data to unauthorized third parties.

3.5. Duration of storage

If no employment relationship is established with you, we will store your personal data until the expiry of a period of 6 months after the application process has been completed. After this period, the data collected for the application will generally be deleted, unless longer storage is necessary to fulfil our legal obligations or to assert, exercise or defend legal claims.

If you receive an offer for employment with us as part of the application process and accept it, we will store the personal data collected in the course of the application process – insofar as they are relevant for the establishment and implementation of the employment relationship – at least for the duration of the employment relationship and in accordance with the retention and deletion processes in our "Data Protection Notice for Employees", which we will inform you about in the context of your employment. separately.

If no employment relationship is established, but you have given us your consent for the further storage of your data, we will store your data until your consent is revoked, but for a maximum of two further years.

If you withdraw your application before the end of the application process, the stored data will be blocked for the period of the ongoing application process and will be permanently deleted after six months after the end of the application process.

3.6. Data transfer to third countries or international organisations

Data will be transferred to entities in countries outside the European Economic Area EU/EEA (so-called third countries) if it is necessary for the performance of a contractual obligation towards you (e.g. applying for a job abroad), or if it is within the scope of a legitimate interest of us or a third party or if you have given us consent.

In this context, the processing of your data in a third country may also take place in connection with the involvement of service providers in the context of order processing. If there is no decision by the EU Commission on an adequate level of data protection for the country in question, we ensure that their rights and freedoms are adequately protected and guaranteed in accordance with EU data protection regulations by means of appropriate contracts.

4. Obligation to provide data

You are not contractually or legally obliged to provide us with your data. However, we will not be able to process your application in full and make a decision on the establishment of an employment relationship with you if you do not provide us with the data necessary to complete and conduct the application process.

5. Automated decision-making

Our decision to accept your application is not based on an automated decision in accordance with Article 22 GDPR, but each application is reviewed and evaluated individually by the responsible employees.

6. Right to object

In the event that your personal data is processed to pursue the legitimate interests of us or third parties (Art. 6 para. 1 sentence 1 lit. f GDPR), you can object to the processing at any time for reasons arising from your particular situation in accordance with the statutory provisions. (Right to object Art. 21 GDPR)

We will then no longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing that outweigh your interests, rights and freedoms or the processing serves to assert, exercise or defend legal claims.

The objection can be sent informally to the contact details of TDK-Lambda or our data protection officer specified in sections 1 and 2 (in particular to the above postal address or by email to tlg.dataprotection@tdk.com).

7. Withdrawal

You can revoke your declaration of consent (Art. 6 para. 1 sentence 1 lit. a, Art. 7 GDPR) at any time with effect for the future. The revocation can be sent informally to the contact details of TDK-Lambda or our data protection officer specified in sections 1 and 2 (in particular to the above postal address or by email to tlg.dataprotection@tdk.com). The revocation of consent does not affect the lawfulness of the processing of the data carried out on the basis of the consent before the revocation.

8. Rights of data subjects

In accordance with the provisions of the law, you have the right to:

- Request information about the personal data processed by you and a copy of this data (right of access, Art. 15 GDPR),
- Request the rectification of inaccurate personal data and, taking into account the purposes of the processing, the completion of incomplete data (right to rectification, Art. 16 GDPR),
- Request the deletion of your personal data if there are legitimate reasons (right to erasure, Art. 17 GDPR),
- Request the restriction of the processing of your personal data, provided that the legal requirements are met (right to restriction of processing, Art. 18 GDPR),
- If the legal requirements are met, to receive the personal data provided by you in a structured, commonly used and machine-readable format and to transmit this data to another controller or, if this is technically feasible, to have it transmitted by us (right to data portability, Art. 20 GDPR).

To exercise your rights, please contact TDK-Lambda or our data protection officer using the contact details provided in sections 1 and 2.

In accordance with Article 77 of the GDPR, you also have the right to lodge a complaint with a [supervisory authority](#) if you believe that the processing of your personal data violates the GDPR, without prejudice to any other legal remedies.

9. Note

This letter is for your information only. You do not need to take any action. If you have any questions, comments or suggestions regarding this privacy policy or our handling of data protection, please contact TDK-Lambda or our data protection officer using the contact details provided in sections 1 and 2.

Changes in legal or regulatory requirements may make it necessary to adapt this data protection notice.