

Information on Data Protection Regarding Our Data Processing

Privacy Notice on Our Data Processing pursuant to Articles 13, 14 and 21 of the General Data Protection Regulation (GDPR) Effective as of May 25, 2018

We take data protection seriously and hereby inform you how we process your data and which rights and claims you have under applicable data protection laws.

1. Data Controller and Contact Details

Data Controller:
jobnext24 GmbH
Andreas Fiege
An der Reitbahn 2
21218 Seevetal
E-Mail:
info@jobnext24.de

Contact details of our Data Protection Officer:
jobnext24 GmbH
Andreas Fiege
An der Reitbahn 2
21218 Seevetal
E-Mail:
info@jobnext24.de

2. Purposes and Legal Basis for Data Processing

We process personal data in compliance with the GDPR, the Federal Data Protection Act (BDSG) and other applicable regulations. The specific data and its use depend on the services you request or agree to. Further details or additions to the purposes of processing are available in your contract documents, forms, consent declarations and/or other information provided (e.g., on our website or in our terms). This notice may be updated periodically; see <https://jobnext24.de/impressum>.

2.1 Purposes for Contract Performance or Pre-contractual Measures (Art. 6 (1)(b) DSGVO)

Processing is required to fulfill our contracts with you and execute your orders, as well as to carry out pre-contractual measures (e.g., with prospects). It serves to deliver personnel services per your orders and wishes and includes the necessary services, measures and activities, such as:

- > Contract-related communication with you
- > Documentation for traceability of transactions, orders and agreements
- > Quality control via documentation, goodwill procedures and process optimization
- > Oversight by affiliated companies (e.g., parent company)
- > Statistical analyses for corporate management, cost accounting and controlling
- > Reporting, internal and external communication
- > Emergency management, billing and tax evaluation of services
- > Risk management and assertion or defense of legal claims
- > Ensuring IT security (e.g., system or plausibility tests) and general security (e.g., building and facility access control)
- > Safeguarding data integrity, authenticity and availability, and preventing or investigating crimes
- > Supervision by oversight bodies or audit institution

2.2 Purposes Based on Legitimate Interests (Art. 6 Abs. 1 f DSGVO)

- Beyond contract performance, we process data to safeguard our or third parties' legitimate interests, including:
 - > Development of services, products, systems and processes
 - > Cross-checks with European and international anti-terror lists beyond legal requirements

- > Enrichment of our data, including public data research
- > Statistical evaluations or market analysis Benchmarking
- > Assertion and defense of legal claims not directly related to the contract
- > Limited data retention if deletion is impractical due to storage type
- > Development of scoring systems or automated decision-making processes
- > Crime prevention and investigation beyond legal obligations
- > Building and facility security measures (e.g., video surveillance) beyond general duties
- > Internal and external investigations or security reviews
- > Potential call recording for quality control and training
- > Maintenance of private or official certifications
- > Enforcement of house rules, including video surveillance to protect clients and employees and secure evidence in case of crimes

2.3 Purposes Based on Your Consent (Art. 6 Abs. 1 a DSGVO)

Processing of your personal data for specific purposes (e.g. using your e-mail address for communication) may also be carried out on the basis of your consent.

- > You can withdraw your consent at any time.
- > This right to withdraw also applies to any consents you gave us before the DSGVO took effect on 25 May 2018.
- > The relevant consent text will inform you separately about the purposes and the consequences of withdrawing or refusing consent.

Withdrawal of consent takes effect only for the future. Any processing carried out before you withdraw remains unaffected and lawful.

2.4 Purposes for Legal Obligations (Art. 6 Abs. 1 c DSGVO) or Public Interest (Art. 6 Abs. 1 e DSGVO)

We are subject to various legal obligations (e.g., commercial and tax laws, social security, regulatory requirements). Processing may include:

- > Identity and age verification, fraud and money laundering prevention, counter-terror financing
- > Tax compliance, mandatory archiving for data protection and security
- > Disclosure of personal data in administrative or legal

3. Categories and Origin of Processed Data

We process data obtained from other entities (e.g., client companies, Federal Employment Agency) as required for service delivery. Categories include:

- > Personal data (name, date and place of birth, nationality, marital status, profession/industry)
- > Contact data (address, email, phone)
- > Registration data (residential address)
- > Usage data (e.g., website or app access times, clicked links)

4. Recipients or Categories of Recipients

- Data may be disclosed to internal units that require it for contractual or legal duties. External recipients include:

--> Service providers acting as processors (e.g., data centers, IT maintenance, call centers, compliance services, logistics)
--> Authorities or third parties for legal obligations or legitimate interests (e.g., audit bodies, debt collection, corporate group entities)
Processors are bound by equivalent security standards and may use data only for designated purposes.

5. Storage Duration

We retain data for the duration of our business relationship, including pre-contractual phases. Applicant data is stored for six months, unless a different period applies. Legal retention obligations (e.g., Commercial Code, Tax Code) may require storage up to ten years after relationship end. Data no longer needed will be deleted unless overriding legitimate interests justify continued processing.

6. Processing in Third Countries or by International Organizations

Data may be transferred outside the EU/EEA if required for contract execution, legal obligations, legitimate interests or with your consent. Where no adequacy decision exists, safeguards are implemented via contracts to ensure your rights. Details available upon request from our Data Protection Officer.

7. Your Data Protection Rights

- **You may:**
 - > **Request access to your data (Art. 15 DSGVO)**
 - > **Request correction of inaccurate data (Art. 16 DSGVO)**
 - > **Request deletion under Art. 17 GDPR, subject to legal restrictions**
 - > **Request restriction of processing (Art. 18 DSGVO)**
 - > **Object to processing based on legitimate interests or public interest (Art. 21 DSGVO)**
 - > **Request data portability (Art. 20 DSGVO)**
 - > **Withdraw consent at any time (prospectively)**
- You also have the right to lodge a complaint with a supervisory authority (Art. 77 DSGVO), though we recommend contacting our Data Protection Officer first. Requests should be made in writing to the above address or via email.**

8. Obligation to Provide Data

You must provide only data necessary for contract initiation, execution or legally mandated. Failure to provide required data may prevent contract formation or execution. Any additional requested data will be clearly marked as voluntary.

9. Automated Decision-Making and Profiling

We do not use exclusively automated decision-making procedures under Art. 22 DSGVO. Should such procedures be introduced in the future, we will inform you accordingly.

situation. Upon objection, we will cease processing unless we demonstrate compelling legitimate grounds. Objections can be made informally to:

jobnext24 GmbH
Andreas Fiege
An der Reitbahn 2
21218 Seevetal

E-Mail: info@jobnext24.de

Changes to this privacy notice will be published at <https://jobnext24.de/impressum>.

The undersigned confirms by signing that they have read and acknowledged the rights set out above. They have been informed of their data-subject rights under the General Data Protection Regulation (DSGVO) and the Federal Data Protection Act (BDSG). In doing so, jobnext24 GmbH fulfils its transparency requirement and its duty to inform under Art. 13 DSGVO.

Location, Date (Employee's Signature)

Information About Your Right to Object (Art. 21 DSGVO)

You may object at any time to processing based on Arts. 6 (1)(e) or (f) GDPR for reasons arising from your particular