



Information

Data Protection Information for Applicants

1 General Information

With this document, we would like to inform you about the processing of your personal data in the course of the application process at OMICRON (or an OMICRON Group Company) and the rights you are entitled to under applicable data protection law.

In any case, the processing of your personal data shall be in compliance with applicable data protection laws, including the European General Data Protection Regulation (GDPR) in addition to any other applicable local data protection laws.

Data controller is:

OMICRON electronics GmbH
Oberes Ried 1
6833 Klaus
Austria

In case of questions regarding data protection, please do not hesitate to contact the responsible persons for data protection reachable at +43 59495 or info@omicronenergy.com.

2 Processing of your Personal Data

2.1 What personal data is processed?

As part of the application process, we process the following personal data:

- your master data (such as first name, last name, name affixes, date of birth);
- contact data (such as private address, (mobile-)phone number, e-mail address);
- data from your application documents (cover letter, curriculum vitae, photo, employment and training certificates, references and any special knowledge and skills contained therein);
- if applicable, work permit/residence title, passport copy, bank details (in case of travel reimbursement);
- if relevant for the advertised position: health suitability;
- data provided by you during the job interview or Taster Day;

2.2 Why does OMICRON process your personal data?

First and foremost, data processing serves to establish the employment relationship. The primary legal basis for this is Art. 6 Para. 1 lit. b and Art. 88 Para. 1 GDPR in conjunction with § 11 DSG (Austria) or § 26 Para. 1 BDSG (Germany). Your data will be processed to fill the vacancy for which you have applied. In the case of an unsolicited application, we will make an allocation to open positions.

In addition, the processing of health data may be necessary to assess your ability to work.

We will review your application and if necessary, contact you to schedule appointments or clarify open queries.

If we are not able to consider you for the position in question, we may consider you for open positions at other OMICRON Group Companies or add you to our pool of interested applicants. In this case we will inform you about suitable positions in the future (by e-mail or telephone). The same applies if you have left your contact details with OMICRON (e.g. as part of an information event for students). For these purposes, we will ask you for separate explicit consent.

2.3 From where does OMICRON receive your personal data?

In general, your personal data is transmitted to us directly by you during the application process. In particular, we receive the data from the application documents, the job interview and via entry forms in the OMICRON career portal (www.omicron.jobs).

We also process personal data that we have permissibly obtained from publicly accessible sources (e.g. professional networks). We also receive data from third parties, such as employment agencies.

2.4 To whom does OMICRON forward your personal data?

Your application documents will generally not be passed on to third parties outside the OMICRON Group. In case of data transfers to other subsidiaries outside the European Union, appropriate guarantees are provided to ensure a level of data protection comparable to that of the European Union. Within our company, only those persons who need your personal data to fulfill our contractual and legal obligations (e.g. HR responsible or coaches) will have access to your personal data.

2.5 How long does OMICRON store your personal data?

In the event that you are employed, we will retain your application data as long as it is necessary for the employment relationship and as long as legal regulations require us to store it.

In case we are unable to consider your application, we will store your application information for a maximum period of six months after notification of rejection, unless you have given us permission to keep it for a longer period. In the event such permission is received, we will keep data submitted in your application (or other contact data, e.g. received by information events for students) in our pool of applicants in order to identify any interesting positions for you until we delete the data permanently. You may revoke your consent at any time by sending an e-mail to the OMICRON contact information provided in this document. Exceptions to these deletion provisions exist only if legal retention periods or the defense of legal claims require or justify longer retention periods.

2.6 Do I need to provide personal data?

In order to consider your application, we require personal data from you that is necessary for the decision on the establishment of the employment relationship.

3 Your Rights

Based on the applicable data protection regulations, you have the right to information, correction, deletion, restriction of data processing, data portability and objection at any time. You can revoke any consent provided for the future.

In case you would like to exercise any of these rights, please contact OMICRON using the contact details provided in this document. In addition, you have the right to raise a complaint with the competent supervisory authority – for OMICRON in Austria, the "Österreichische Datenschutzbehörde" (Barichgasse 40-42, 1030 Vienna) is responsible.