



## DATA PROTECTION INFORMATION FOR CANDIDATES

Privacy information about our processing of the customer data according to Articles 13, 14 and 21 of the General Data Protection Regulation (GDPR)

### Blockchain Consulting GmbH

Dear applicant,

We are pleased about your interest in our company. Acc. to the specifications of Art. 13,14 and 21 of the General Data Protection Regulation (GDPR), we inform you in this information sheet about the processing of your personal data transmitted during the application process and, if necessary, your personal data gained by us and your relevant laws. To ensure that you are fully informed about the processing of personal data in the application process, please take note of the information below.

#### 1. RESPONSIBLE BODY WITHIN THE MEANING OF PRIVACY POLICY

Blockchain Consulting GmbH  
Neuhauserstrasse 17  
80331 Munich  
HR@bcc.gmbh  
<http://blockchain-consulting.net/>

#### 2. CONTACT DATA OF OUR PRIVACY POLICY

Dominik Fünkner  
datenschutzbeauftragter@datenschutzexperte.de

#### 3. PURPOSE AND LEGAL BASIS OF PROCESSING

We process your personal data in accordance with the provisions of European General Data Protection Regulation (GDPR) and the Federal Data Protection Act (BDSG) for the purpose of your application for employment, as far as this is necessary for the decision to establish employment with us. The legal basis is Art. 88 GDPR in connection with §26 BDSG (new) and, if applicable, Art. 6 para. 1 lit. b GDPR for the conclusion or execution of contractual relationships.

Furthermore, we can process your personal data, as far as this is required for the compliance with legal obligations (Art. 6 para. 1. lit. c GDPR) or to defend against legal claims. The legal basis is Art. 6 para. 1 lit. f GDPR, the legitimate interest is, for example, a burden of proof in proceedings under the General Equal Treatment Act (AGG). Insofar as you give us an express consent to the processing of personal data for specific purposes, the legality of this processing is based on your consent in accordance with Art. 6 para. 1 lit. a GDPR. The given consent may be revoked at any time (see section 9 of this privacy policy). Please note that the revocation only works for the future. Processing that occurred before the revocation is not affected.

When it comes to an employment relationship between you and us, we can, acc. to Art. 88 GDPR in connection with §26 BDSG (new), process the personal data already obtained from you for the purposes of the employment relationship, as far as this is necessary for the execution or termination of the employment relationship or for the exercise or fulfillment of a law or collective agreement which is required for interests of the representatives of employees.

#### 4. CATEGORIES OF PERSONAL DATA

We process data related to your application. This can be general personal information (such as name, address and contact details), details of your professional qualification and school education or information about qualifications and education or other information that you provide to us in connection with your application.

#### 5. SOURCES OF DATA

We process personal data that we transfer in the context of contacting you or your application by post or e-mail, or that you have submitted to us via other portals or sources.

#### 6. RECIPIENTS OF THE DATA

We only transfer your personal information within our company to the areas that need this data to fulfill their contractual and legal obligations or to implement our legitimate interests.

We may transfer your personal information to affiliates to the extent permitted by the purposes and legal bases set out in section 3 of the privacy policy.

Your personal data will be processed on our behalf on the basis of order processing contracts according to Art. 28 GDPR. In these cases, we ensure that personal data is processed in accordance with the General Data Protection Regulation. The categories of recipients are in this case host providers and providers of the employee management systems and software.

A data transfer to recipients outside the company is otherwise only permitted to the extent or required by applicable law; transfer is required to meet legal obligations or acc. your consent.

## 7. TRANSFER TO A THIRD COUNTRY

A transfer to a third country is not intended.

## 8. DURATION OF DATA STORAGE

We store your personal information as long as this is required for the decision of your application. Your personal data or application documents will be deleted up to six months after the end of the application process (e.g. the announcement of the rejection decision), unless a longer storage period is legally required or permitted. In addition, we store your personal data only insofar as this is required by law or in the specific case for the assertion, exercise or defense of legal claims for the duration of a legal dispute.

In the event you prolong your storage term of your personal information, we will store your personal data in accordance with your consent.

If, after the application process, an employment relationship, training or apprenticeship success, the data will continue to be stored as required and permissible and then transferred to the personnel file.

If necessary, you will receive an invitation following your application to the talent pool. This allows us to include you in future suitable vacancies in our candidate selection. In the case of your consent, we will save your application data in accordance with your consent or future consent in our talent pool.

## 9. YOUR RIGHTS

Each subject person has the right to information under Art. 15 GDPR, the right to correction according to Art. 16 GDPR, the right to cancellation under Art. 17 GDPR, the right to restrict the processing according to Art. 18 GDPR, the right of communication according to Art. 19 GDPR and the right of data transferability from Art. 20 GDPR.

In addition, there is a right of appeal to a data protection supervisory authority acc. to the Art. 77 GDPR, if you believe that the processing of your personal data is not legal. The right of appeal is without prejudice to any other administrative or judicial remedy.

Unless the processing of data is based on your consent the Art. 7 GDPR entitles you to revoke your consent to the use of your personal data at any time with effect for the future. Please note that we may need to retain certain data for compliance with legal requirements for a certain period of time (Section 8 of this privacy policy).

#### **Right of opposition**

**Insofar as the processing of your personal data acc. to Art. 6 para. 1 lit. f GDPR takes place for the protection of legitimate interests, you have right, acc. to Art. 21 GDPR, to object to the processing of these data at any time for reasons that arise from your particular situation. We will then no longer process that personal information unless we can demonstrate compelling legitimate grounds for processing that outweigh your interests, rights and freedoms, or the processing is for the purposes of asserting, exercising or defending legal claims.**

To protect your rights you can contact us at any time under the data given above.

#### **10. REQUIREMENT OF PROVISION OF PERSONAL DATA**

The provision of personal data in the context of the application processes is neither legally nor contractually prescribed. So you are not required to provide the personal information. However, the provision of personal data for the decision on an application or a contracting for employment with us is required. However, in the context of your application, you should only provide personal data that is required for the admission and execution of the application. Unless you provide us with personal information when applying, we cannot make a conclusion of an employment relationship.

#### **11. AUTOMATED DECISION-MAKING**

The decision on your application is not based solely on an automated processing. There is thus no automated decision on a case-by-case basis within the meaning of Art. 22 GDPR.