Privacy Policy Career Page

Our hearts beat for our gaming world and jobs that couldn't be more diverse. We inspire, we entertain – together on the next level! Data protection is not as entertaining as our gaming world. However, the protection and confidentiality of your personal data is of particular importance to us. For this reason, we want to give you an overview of how your data is processed so that handling your data is not a gamble.

To ensure the protection of your personal data, we have technical and organisational measures to compliance the data protection regulations. With this privacy policy we inform you about how we collect personal data as part of your application process and for what purpose the data is processed. Your data will be processed in accordance with this privacy policy and the applicable data protection regulations.

This privacy policy applies to the career portals and applicant management system of the MERKUR GROUP and all associated companies.

Name and contact details of the controller

The controller pursuant to Art. 4 No. 7 of the General Data Protection Regulation (hereinafter: "GDPR") is:

MERKUR GROUP

MERKUR.COM AG
Merkur-Allee 1-15
D-32339 Espelkamp

Telephone: +49 (0) 57 72 / 49-0
Fax: +49 (0) 57 72 / 49-165
Email:info@merkur.com
Website: www.merkur.group

If you have any questions about data protection, please contact MERKUR.COM AG (email: info@merkur.com).

Order processing

To ensure the efficient implementation of application procedures, we use an applicant management system provided by softgarden e-Recruiting GmbH, Tauentzienstr. 14, 10789 Berlin (contact: datenschutz@softgarden.de), which operates the applicant management system as a contract processor within the meaning of Art. 4 No. 8 GDPR.

A contract for order processing in accordance with Art. 28 GDPR has been concluded with the provider, which ensures compliance with data protection regulations.

We remain your first point of contact for exercising your rights as a data subject and for handling the application process. You can contact us directly using the details of the controller provided above.

Subject matter of data protection

The subject of data protection is the processing of personal data, in this case within the framework of applicant management. According to Art. 4 No. 1 GDPR, this includes all information relating to an identified or identifiable natural person (hereinafter referred to as "data subject") that is necessary for the implementation of the application process and the initiation of an employment relationship, Art. 6 (1) b) GDPR.

In addition, when using the applicant management system, data related to usage, known as usage data, is also collected. Usage data is data that is necessary to operate our websites, such as information about the start, end and scope of use of our website, including login data. This processing is in accordance with data protection and telemedia law provisions.

As part of the application process and/or use of the system, processing activities may also take place that are based either on legitimate interest pursuant to Art. 6(1)(f) GDPR or on your consent pursuant to Art. 6(1)(a) GDPR. Processing activities that are subject to a legal obligation to process or a public interest, Art. 6(1)(c) and (e) GDPR, such as in the context of criminal prosecution or investigation by government agencies, may also be considered. You can determine and control the scope of processing yourself through individual settings in your web browser, the configuration of the corresponding cookie settings and your user behaviour.

Collection and use of your data

Visiting the website

For operational and maintenance purposes, and in accordance with telemedia law provisions, interactions are recorded ("system logs") that are necessary for the operation of the website or processed for system security purposes, for example to analyse attack patterns or illegal usage behaviour ("evidence function").

When you access the career portal, your internet browser automatically transmits the following data:

- Date and time of access,
- browser type and version,
- Operating system used,
- Amount of data sent,
- IP address of access.

This data is not used for direct assignment within the framework of applicant management and is deleted promptly in accordance with the legitimate retention periods, unless longer retention is necessary for legal or factual reasons, such as for evidence purposes. In individual cases, storage for the aforementioned purposes may be considered. The legal basis is Art. 6 (1) (f) GDPR and telemedia law.

Session cookies

We store so-called "cookies" in order to offer you a comprehensive range of functions and to make the use of our websites more convenient. "Cookies" are small files that are stored on your computer with the help of your internet browser.

We use the JSESSIONID cookie on the career page as a technically necessary session cookie. This stores a so-called session ID, which can be used to assign various requests from your browser to the shared session. This allows your computer to be recognised when you return to our website. This session cookie is deleted when you log out or close your browser.

Optional cookies, which are based on consent, are only set after confirmation in the cookie banner. You can edit your cookie settings at by
Click on "Privacy settings".

Data entered by the user

Application process

As part of the application process, you can set up and manage an account on the career portal after configuring your user name and password. In addition to individual applications, you can use other options in the softgarden applicant management system and configure your individual settings (e.g. inclusion in a talent pool).

To ensure your application is efficient and successful, please provide the following information when applying to us:

- Contact details (address, telephone number)
- CV details, e.g.
    - School education
    - Vocational training
    - Work experience
    - Language skills
- Social media profiles (e.g. XING, LinkedIn, Facebook)
- Documents related to applications (application photos, cover letters, certificates, references, work samples, etc.)

The legal basis for processing for the purposes of conducting the application process and initiating an employment relationship is Art. 6(1)(b) GDPR. In addition, the use of the applicant management system by the controller is in the legitimate interest pursuant to Art. 6(1)(f) GDPR. If consent within the meaning of Art. 6 (1) (a) is required for a specific processing activity, this will be obtained separately and transparently by the controller, unless it can be inferred from your conclusive and voluntary behaviour, such as voluntary participation in a video interview, in accordance with the transparency requirement.

Transfer of data

Your data will be processed exclusively within the group of companies for application purposes (or: for the purposes stated in this privacy policy). The data will not be transferred to third parties, including third countries. If you have given your consent, we will check whether there are any alternative vacancies within our group of companies and will also contact you about these positions.

Data may also be disclosed to external third parties for the purpose of defending legal claims on the basis of legitimate interest or in the context of investigations by or disclosures to government agencies, insofar as this is required by law or there is an obligation to disclose. The information obligations towards data subjects within the meaning of Articles 13 and 14 of the GDPR are guaranteed in advance of the relevant disclosure, insofar as these must be fulfilled separately.

CV analysis with Textkernel

We process and analyse documents uploaded by you using AI technology in order to extract CV data and convert it into a structured form (so-called "CV parsing").

To ensure the rights of data subjects and security standards, the providing service provider . contract for order processing. Processor is the ISO27001-certified provider Textkernel B.V. Nieuwendammerkade 26 A 5, (1022AB) Amsterdam, Netherlands. Data processing takes place on a server in Germany in a secure environment.

The legal basis for processing is Art. 6 l b) GDPR and Art. 6 (1) sentence 1 lit. f) GDPR, in order to initiate an employment relationship and make the application process as efficient as possible. Personal data will not be transferred to unsafe third countries. After processing, your data will be deleted from Textkernel's temporary storage.

Feedback module

In addition to your application, we may ask you to provide feedback after an interview and 3 months after your employment. We will send you an invitation link that will take you to the rating system where you can submit your feedback. The purpose of the processing is to further develop and optimise our recruiting and application processes as well as our corporate image.

The following data is processed automatically for this purpose:

- Contact details (name, email address)
- Job title of the position you have applied for
- Location of the position
- Job category
- Applicant ID

The feedback itself is stored anonymously in the database. No personal reference is made. In addition to a star rating for individual questions, you have the option of leaving comments here. We expressly ask you not to leave any personal data in the comments. The information collected in this way may be displayed on our review page together with your feedback or transmitted to external partners such as kununu.

Participation is entirely voluntary and only takes place with your consent, without which it is not possible to submit feedback. The legal basis is Art. 6 (1) (a) GDPR.

Subscription to job advertisements "Job subscription"

To be informed about new job vacancies, you can subscribe to the job newsletter or view suitable positions at our company on the career board (RSS feed). You can refine your subscription by specifying your desired job and location.

Your email address is also required for the subscription. The legal basis for this is your consent to receive the newsletter in accordance with Art. 6 (1) (a) GDPR. You can revoke your consent to receive the newsletter at any time (opt-out) via the unsubscribe link in the newsletter.

No personal data is processed via the RSS feed itself for the purpose of providing information about new job advertisements.

Social share buttons

It is possible to share job advertisements on various social networks. Different buttons are provided for each network. After clicking on one of these buttons, you will be redirected to the respective networks and taken to their login pages. These buttons are not plug-ins and do not transfer any personal data directly to the operators of the social networks.

Currently, job advertisements can be shared on the following social networks:

- Facebook (https://de-de.facebook.com/privacy/explanation)
- X (https://x.com/de/privacy)
- LinkedIn (https://www.linkedin.com/legal/privacy-policy?trk=uno-reg- join-privacy-policy)
- Xing (https://privacy.xing.com/de/datenschutzerklaerung)

The legal basis is Art. 6 (1) (f) GDPR for statistical analysis and reach measurement of job advertisements.

You can also find out how the social networks mentioned process your personal data by clicking on the links provided. We have no influence on the processing of your personal data by social networks.

Google Analytics

We use Google Analytics, a web analytics service provided by Google Inc. ("Google"). Google Analytics uses "cookies", which are text files placed on your computer, to help the website analyse how users use the site. The information generated by the cookie about your use of the website will generally be transmitted to and stored by Google on servers in the United States. However, if IP anonymisation is activated on this website, your IP address will be truncated by Google within member states of the European Union or in other states party to the Agreement on the European Economic Area. Only in exceptional cases will the full IP address be transmitted to a Google server in the USA and truncated there. The data is used to evaluate your use of the website, to compile reports on website activity and to provide other services relating to website activity and internet usage to the website operator.

According to Google, the IP address transmitted by your browser as part of Google Analytics is not merged with other Google data. softgarden uses Google Analytics to analyse and regularly improve the use of the website and softgarden products. The statistics obtained enable us to improve our offering and make it more interesting for you as a user. For cases in which personal data is transferred to the USA, we have concluded a contract with Google for order processing, including the standard contractual clauses approved by the EU Commission (appropriate guarantee in accordance with Art. 46 (2) (c) GDPR). The legal basis for the use of Google Analytics is your consent in accordance with Art. 6 (1) (a) GDPR. You can change your cookie settings at any time and thus revoke your consent without giving reasons. Further information can be found at: https://policies.google.com/privacy.

Online surveys "Easyfeedback"

At the end of the application process, softgarden may display an invitation to a survey via a link. The survey is conducted via a service provided by easyfeedback GmbH to gather feedback on the application experience. softgarden conducts this survey as the controller within the meaning of Art. 4 No. 7 GDPR and processes the collected data anonymously for its own purposes (statistics, analysis, studies) and for the further development of softgarden products.

The collection of survey data is secured by default using SSL encryption, and softgarden does not establish any personal references during the evaluation. The survey can be cancelled at any time. The data processed up to the point of cancellation may be used for the purposes mentioned above.

Your participation in the survey is purely voluntary and by participating you declare your consent, without which your participation is not possible, Art. 6 (1) lit. a) GDPR. The data is processed anonymously by softgarden for evaluation purposes. For more information on easyfeedback's data protection, please refer to the following notes:
https://easy-feedback.de/privacy/datenschutzerklaerung.

Talent pool

As part of your application or via the "Get in touch" button, you have the option of recommending yourself for our talent pool. Processing is necessary in order to be automatically considered for further job vacancies, i.e. for similar or otherwise suitable positions.

If you register for the talent pool via the "Get in touch" button, the following information will be requested:

- Title, academic title (optional)
- First name, surname, email address
- Job fields of interest
- Current career stage
- Preferred location(s)
- XING profile or CV

Inclusion in the talent pool is entirely voluntary and requires your consent and the use of an opt-in link. The legal basis for this is Art. 6 (1) (a) GDPR. We will also contact you after six months to ask whether you would like to remain part of the talent pool.

Application via messenger services

We offer you the option of submitting your application via certain messenger services. This is intended to enable you to apply quickly and easily. If you use this option and apply to us via one of the available messenger services, your application data and other messages you send during the chat will be processed by the respective provider of the messenger service.

For details on data processing by messenger services, please refer to the respective privacy policies: WhatsApp, Telegram, Facebook Messenger. Please note that we have no influence on data processing by messenger services.

When processing data via messenger services, your personal data may be transferred to locations outside the EU. Such transfers are permitted if the European Commission has determined that an adequate level of data protection is provided in such a third country. If no adequacy decision has been made and unless otherwise specified below, we use the EU standard data protection clauses as appropriate safeguards for the transfer of personal data from the scope of the GDPR to third countries. You can cancel your application at any time by using the /cancel command in the chat window. In this case, all data entered so far will be deleted.

Deletion and use of data

Your data will be stored for the duration of the application process and in accordance with the legitimate retention periods after completion of the application process. In the event of rejection, the data will be retained for 3 months. After expiry of the retention period, the data will be completely anonymised and it will no longer be possible to identify individuals. The processing of anonymised data records is not subject to the scope of the data protection regulations, meaning that anonymised data may be processed for statistical and analytical purposes, for the creation of market studies or for product development.

Your rights as a data subject

Rights of data subjects

Data subjects are entitled at any time to find out whether their personal data has been stored and may exercise their right to access stored data (right to information), check its accuracy (right to rectification), request its supplementation and updating, request its deletion (right to be forgotten), request the restriction of processing (right to restriction) and port/have the data ported in a commonly used, machine-readable format (data portability). These rights apply unless there are compelling and/or legitimate reasons on the part of the controller that prevent this. To exercise these rights, please contact MERKUR.COM AG (email: info@merkur.com) or write to the address above.

In cases where we process data on the basis of your consent (Art. 6(1)(a) GDPR), you have the right to withdraw your consent at any time without giving reasons and with effect for the future. The corresponding data processing will then no longer take place in the future, but this does not affect the lawfulness of the processing carried out up to the point of withdrawal. In addition, you have the right to object to processing, for example if the data is or has been processed incorrectly, or if other reasons in the interest of the data subject prevent (further) processing. Data subjects also have the right to lodge a complaint with the supervisory authority responsible for data processing.

Please note that in the event of an objection and/or revocation, certain services/processing activities cannot be performed or utilised if processing is necessary for these purposes.

Automated decision-making

Automated decision-making does not take place. Should this be necessary or become necessary, we will obtain transparent consent in advance of processing at the appropriate point.

Changes to this privacy policy

We reserve the right to change or supplement this privacy policy at any time in view of the constantly changing legal, technical and organisational requirements for the processing of personal data. This also applies to any translation errors and differences with regard to national data protection law requirements.

Valid from:

08.05.2025