

Privacy Policy for applicants

Thank you for your interest in our company and in working for us, ProSenio GmbH. The protection of personal data is a top priority for us. Below you will find information about the processing of your personal data and your rights in the context of the application process with us.

1. Controller

proSenio GmbH
Salzufer 11
D-10587 Berlin
Phone: 030/863235450
Fax: 030/609841399
E-mail: datenschutz@prosenio.com

2. Data Protection Officer

Boris Reibach, LL.M.
Scheja & Partners GmbH & Co. KG
Adenauerallee 136
D-53113 Bonn
Phone: 0228/2272260
Contact: <https://www.scheja-partners.de/kontakt/kontakt.html>

3. Data subject's rights

As a data subject, you have the following rights under the General Data Protection Regulation (GDPR), provided that the relevant legal requirements are met

- Information (Art. 15 GDPR): You have the right to obtain information about the personal data processed concerning you.
- Rectification (Art. 16 GDPR): You can request the rectification of inaccurate personal data concerning you. You can also request the completion of incomplete data.
- Erasure (Art. 17 GDPR): In certain cases, you can request the erasure of your personal data.
- Restriction of processing (Art. 18 GDPR): In certain cases, you can request that the processing of your data be restricted.
- Data portability (Art. 20 GDPR): If you have provided data on the basis of a contract or consent and the processing is carried out using automated procedures, you can request that you receive the data you have provided in a structured, commonly used and machine-readable format or that it be transmitted to another controller.

Right to object on a case-by-case basis:

You have the right to object, on grounds relating to your particular situation, at any time to processing of personal data concerning you which is based on Art. 6 para. 1 subpara. 1 e) GDPR (performance of tasks carried out in the public interest or in the exercise of official authority) or Art. 6 para. 1 subpara. 1 f) GDPR (balancing of interests); this also applies to profiling based on these provisions.

If you object, we will no longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms, or the processing serves the establishment, exercise or defense of legal claims.

Objection to data processing for the purpose of direct advertising:

Where we process your personal data for direct marketing purposes, you have the right to object at any time to processing of personal data concerning you for such marketing, which includes profiling to the extent that it is related to such direct marketing.

If you object to processing for direct marketing purposes, we will no longer process your personal data for these purposes.

Withdrawal of consent (Art. 7 para. 3 GDPR): If you have given your consent to the processing of your data, you can withdraw this at any time with effect for the future. This does not affect the lawfulness of the processing of your data until you withdraw your consent.

Assertion of your rights: To exercise all of your aforementioned rights, please contact datenschutz@vdm-metals.com or send a letter to the address given in section 1 above. Please ensure that we are able to clearly identify you.

If you believe that the processing of your personal data violates data protection law, you can also lodge **a complaint with a supervisory authority**, in particular in the EU member state or federal state of your habitual residence, place of work or the place of the alleged violation you are complaining about.

This also applies to the supervisory authority responsible for us:

Berlin Commissioner for Data Protection and Freedom of Information
Alt-Moabit 59-61
10555 Berlin
Phone: 030/13889-0
Fax: 030/215 50 50
E-mail: mailbox@datenschutz-berlin.de

4. details on integrated services and functionalities

4.1 Provision of the career website

Processed personal data:

Date and time of access, duration of visit, type of end device, operating system used, functions used, amount of data sent, type of event, IP address, domain name

Purpose(s):

Provision of the website

Legal basis(s):

Art. 6 para. 1 f) GDPR (balancing of interests). We pursue the legitimate interest of providing our website.

Recipients of the personal data:

Hosting provider, internal departments, external service provider for career site (softgarden e-Recruiting GmbH, Tauentzienstr. 14, 10789 Berlin)

Third country transfer:	No
Storage duration of personal data:	Deletion immediately after delivery by the web server

4.2 Log files

Processed personal data:	URL accessed, IP address, time and date of access, amount of data transferred, website from which the user came to the requested page (so-called "referrer"), website accessed by the user's system via our website, http status, information about the browser type and version used, user's operating system, user's internet service provider
Purpose(s):	Statistical evaluations, improvement of the website, system security (e.g. prevention of misuse), error diagnosis
Legal basis(s):	Art. 6 para. 1 f) GDPR (balancing of interests). In doing so, we pursue the legitimate interest in improving the website, system security (e.g. prevention of misuse) and error diagnosis. Art. 6 para. 1 c) GDPR (compliance with a legal obligation). This includes disclosure to government agencies on request.
Recipients of the personal data:	Hosting provider, internal departments, external service provider for career site (softgarden e-Recruiting GmbH, Tauentzienstr. 14, 10789 Berlin), government agencies on request
Third country transfer:	No
Storage period of personal data:	Deletion 52 days after creation

4.3 Your application including registration / login in our career portal

Processed personal data:	Salutation, user name and password for your registration and login to your account in our career portal Contact details (e.g. address, telephone number), CV data (e.g. B. school education, vocational training, professional experience, language skills), profiles in social networks (e.g. XING, LinkedIn, Facebook), documents in connection with applications (application photos, cover letters, certificates, job references, work samples, etc.). as well as any pre-screening questions regarding working time model, salary expectations, home office preference and desired start date/notice period
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Purpose(s):

Decision on the establishment of an employment relationship (implementation of the application procedure); AI-supported CV analysis to extract CV data and convert it into a structured form (so-called "CV parsing"); if necessary, to enable defense in the context of legal disputes; if necessary, to enable application tracking in your job board account on job boards such as Hellowork or Stepstone

Legal basis(s):

Data processing to carry out the application process is based on Art. 6 para. 1 b) GDPR (contract fulfillment / contract initiation). If necessary, we also process special categories of personal data on the basis of Section 26 (3) sentence 1 BDSG, Art. 9 (2) b) GDPR.

Data processing for AI-supported CV analysis is carried out on the basis of Art. 6 para. 1 f) GDPR (balancing of interests). The legitimate interests here are to make the application process as efficient as possible. In this context, we may also process special categories of personal data on the basis of Art. 9 para. 2 f) GDPR.

Any data processing for defense in the context of legal disputes is carried out on the basis of Art. 6 para. 1 f) GDPR (balancing of interests). The legitimate interests here lie in being able to prove the lawfulness of the application process in any proceedings. In this context, we may also process special categories of personal data on the basis of Art. 9 para. 2 f) GDPR.

Data processing to enable us to track the status of your application in your job board account is carried out - if used - on the basis of Art. 6 para. 1 b) GDPR (contract fulfillment / contract initiation). We may also process special categories of personal data on the basis of Section 26 (3) sentence 1 BDSG, Art. 9 (2) b) GDPR.

Recipients of the personal data:

Hosting providers, processors for our applicant management system (softgarden e-Recruiting GmbH, Tauentzienstr. 14, 10789 Berlin) and for CV parsing (Textkernel B.V. Nieuwendammerkade 26 A 5, 1022AB Amsterdam, Netherlands), internal departments (in particular responsible employees of the HR department); where applicable Job boards (such as Hellowork or Stepstone), if you apply to us via these and you track the status of your application in your

Third country transfer:

Storage period of personal data:

account there (in these cases, the status of your application will be transmitted to the respective job board)

No

You can delete the data you have stored in your account at any time.

If there is an employment relationship between you and us, we will not delete the data from your application process completely, but will add it to your personnel file to the extent necessary. We will then process this data for the purpose of implementing the employment relationship. We will then inform you of this in more detail in a separate form.

If your application is not successful, we will either continue to store your application data on the basis of any consent you may have given for inclusion in our talent pool (see section 4.4.) or delete it no later than six months after the end of your application process .

Obligation to provide personal data and consequences of non-provision:

Mandatory information in the form marked with "*", other information does not have to be provided. If the mandatory information is not provided, the application cannot be processed.

Sources of the data:

In cases where you apply to us via a job board (e.g. Hellowork, Stepstone), the data you enter there will be automatically transferred to our recruiting system, i.e. transmitted to us by the respective job boards (third parties).

4.4 Inclusion in our talent pool / "Get in touch"

Processed personal data:

Salutation, academic title (optional), first name, surname, e-mail address, job fields of interest, current career level, preferred location(s), XING profile or CV

and additionally your consent to be included in our talent pool

Purpose(s):

To consider your application for future job postings and to maintain contact and to be able to prove your consent.

Legal basis(s):

Data processing for inclusion in the talent pool is carried out on the basis of Art. 6 para. 1 a) GDPR (consent), Section 26 para. 2 BDSG.

	If we also process special categories of personal data on the basis of your consent, the data processing is also carried out on the basis of Art. 9 para. 2 a) GDPR in conjunction with § Section 26 (2), (3) BDSG. Data processing for proof of your consent is carried out on the basis of Art. 6 para. 1 c) in conjunction with Art. 5 para. 1 a), para. 2, Art. 7 para. 1 GDPR.
Withdrawal of consent:	You have the right to withdraw your consent to inclusion in the talent pool at any time with effect for the future. As a result, your personal data will no longer be processed on the basis of your consent. To withdraw your consent, please use the contact details in section 1.
Recipients of the personal data:	Hosting provider, processor for applicant management system (softgarden e-Recruiting GmbH, Tauentzienstr. 14, 10789 Berlin), internal departments
Third country transfer:	No
Storage period of personal data:	Deletion no later than twelve months after inclusion in our talent pool, unless a longer storage period is requested by the applicant. If you withdraw your consent before then, we will delete your data immediately. We will delete your personal data that we process as proof of your consent three years after the end of the year in which you have withdrawn your consent or in which it has expired.
Obligation to provide personal data and consequences of non-provision:	No obligation to provide; if you do not provide your consent, you will not be included in our talent pool.

4.5 Scheduling

Processed personal data:	Email address, title of the appointment, a description and location where the appointment is to take place
Purpose(s):	To schedule an appointment with you and efficiently organize the application process
Legal basis(s):	Data processing for appointment scheduling is carried out on the basis of Art. 6 para. 1 f) GDPR (balancing of interests). The legitimate interests

Recipients of the personal data:

here are to make the application process as efficient as possible.

Hosting provider, processor for applicant management system (softgarden e-Recruiting GmbH, Tauentzienstr. 14, 10789 Berlin), processor for appointment scheduling (Cronofy Limited, 9a Beck Street, Nottingham, NG1 1EQ, UK), internal departments

Third country transfer:

United Kingdom, adequacy decision

Storage duration of personal data:

Deletion of tokens/credentials after 30 days

Deletion of calendar entries after 90 days

Obligation to provide personal data and consequences of non-provision:

No obligation to provide; this function cannot be used if data is not provided.

4.2 Cookies and similar technologies

Name Cookie/similar technology:	JSESSIONID
Processed (personal) data:	IP address, date access, URL
Purpose:	Assignment of browser requests to a session for the purpose of recognizing computers when returning to the website
Legal basis DSGVO / TDDDG:	Art. 6 para. 1 f) GDPR, balancing of interests, Section 25 para. 2 no. 2 TDDDG
Legitimate interest:	Provision of the website
Storage duration of personal data / terminal device access:	For the duration of the session

Stand 16.06.2025