

DATA PRIVACY POLICY

Why do we process your personal data and what's the legal basis for it?

FCC Austria Abfall Service AG (Hans-Hruschka-Gasse 9, 2325 Himberg) and group companies shown in this [list](#) (hereafter referred to as „FCC“) process

- Your personal data provided during the whole application process e.g. cover letter, résumé, certificates, applicant questionnaire, applicant interviews, correspondence, as well as
- Data about your qualifications and activities relevant to your application that can be found in generally available data sources (especially work related social networks) that FCC obtains in accordance with legal regulations

for the purpose of managing your application for the relevant vacancy. This processing of your data is done in accordance with the pre-contractual legal relationship with you (Art. 6 Par. 2 lit b EU General Data Protection Regulation 2016/679 – “GDPR”). Please be aware that FCC can only consider your application if all necessary data is provided.

If you chose to agree to the further processing of your personal data (kept on file, vacancies of other group companies), we will process your data based on this consent (Art 6, Par. 1 lit a GDPR).

Who will receive my personal data?

Your data will be provided to the respective group company holding the vacancy (as shown in the ad). The technical processing of your data on our behalf is managed by AlejTech Revolucná 29, 82104 Bratislava, Slovakia (Hosting-Provider)

If you have agreed to have your data forwarded to one of these – [click here](#) – FCC group companies for the purpose of being informed about other matching job opportunities, your data will be shared with these companies.

How long will your personal data be kept on file?

Generally, FCC will keep your personal data provided by creating your applicant profile on the FCC career platform and by submitting your application, only for the duration of 8 months after the initial application

process has ended. The application process ends as soon as it becomes evident that you will not be offered a position or as soon as you reject an offered position.

If you have consented to having your application kept on file for other positions or for it to be forwarded to additional group companies for the purpose of being informed about other matching vacancies, FCC will keep all of your personal data on file for the duration of three years after the initial application process has ended.

Furthermore, in individual cases FCC may keep your personal data on file for documentary purposes as long as legal claims in connection with your application or the submitting of information may exist.

What are your rights as regards the processing of your personal data?

Withdrawal of Consent (Art 7, Par. 3 GDPR)

In cases where FCC processes your data based on your consent you are entitled to withdraw your consent at any time informally (for example online via the FCC career platform or by a message to the contact given below). However, the withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal.

Right of Access (Art 15 GDPR)

You shall have the right to obtain from FCC confirmation as to whether or not personal data concerning you are being processed, as to the category, the storage period and the receiver of your data.

Right of Rectification (Art 16 GDPR) and Right of Erasure (Art 17 GDPR)

If FCC processes incorrect or incomplete personal data, you have the right to have incomplete data corrected or completed. Furthermore, you are entitled to demand a full erasure of all processed data.

Right to Restriction (Art 18 GDPR)

You have the right to restrict the processing of your data in cases where the accuracy, the completeness or the lawfulness of the processed personal data is contested until the dispute is resolved.

Right to Data Portability (Art 20 GDPR)

You shall have the right to receive the personal data concerning yourself, which you have provided to FCC, in a structured, commonly used and machine-readable format and have the right to transmit those data to a third

party without hindrance as far it is technically possible and no unjustifiable expense or legal or other duties of confidentiality or non-disclosure on part of FCC or third parties prevent it.

Right to Object (Art 21 GDPR)

You shall have the right to object, on grounds relating to your particular situation, at any time to processing of personal data concerning you, even if the data is correct and complete and rightfully processed by FCC in cases where such objection can be justified.

Claiming your Rights and further notes

To claim any and all of your rights mentioned above, please write an email to the contact given below.

Please consider that your rights amend each other so that you are either entitled to claim a correction / completion of your data or their erasure.

If you understand that your personal data has been processed in a way that violates the regulations provided in the GDPR, you can exercise your right to lodge a complaint to the data protection authorities. Of course, you are welcome to contact us directly with all of your concerns.

Contact:

If you have any questions or want to exercise one of your rights outlined above, please send an email to info@fcc-group.at