



Privacy Notice for Applicants Seeking Employment or an Apprenticeship with the riha WeserGold Beverage Group

1) General Information

You wish to apply for a job or an apprenticeship with a company within the riha WeserGold Beverage Group. We hereby inform you about the processing of your personal data in connection with this application and the rights you are entitled to under data protection law.

2) Who is responsible for data processing and who can you contact?

The company listed below that is advertising the respective position is generally responsible. If your application is processed centrally by the joint human resources department or if multiple companies are involved in the selection decision, the companies are jointly responsible.

- a) riha WeserGold Getränke GmbH & Co. KG, Behrenstr. 44-64, 31737 Rinteln,
Phone: 05751 404-0, Email: info@riha-wesergold.de;
- b) Fructa Getränkeindustrie GmbH, Behrenstr. 44-64, 31737 Rinteln,
Phone: 05751 404-0, Email: info@riha-wesergold.de.

The key responsibilities under joint control are distributed as follows: riha WeserGold Getränke GmbH & Co. KG handles central application management, communication with applicants, and the coordination of data subject rights. The respective hiring company decides on the selection together with central human resources.

You may exercise your rights listed under Section 8 with respect to any of the joint controllers. The two companies will inform each other of any rights you may have exercised and will provide each other with the necessary information.

riha WeserGold Getränke GmbH & Co. KG has appointed a Data Protection Officer. You can reach them at the address riha WeserGold Getränke GmbH & Co. KG, Data Protection Officer, Behrenstr. 44-64, 31737 Rinteln, or by email at datenschutz@riha-wesergold.de.

Data protection inquiries regarding job applications to Fructa Getränkeindustrie GmbH may also be submitted using the contact information provided above.

3) For what purposes do we process your data, and on what legal basis is this done?

We process your personal data to the extent necessary for conducting the application process and for deciding whether to establish an employment or apprenticeship relationship. This includes, in particular, reviewing your application, communicating with you, conducting interviews, and making the selection decision. The legal basis for this is Art. 6(1)(b) of the GDPR. To the extent that § 26(1) of the BDSG (Federal Data Protection Act) applies as a national regulation governing employee data protection, we also base the processing on this provision.

To the extent that you voluntarily provide us with information regarding a severe disability or equal treatment, we process this information exclusively to take your rights into account in the application process and to fulfill our legal obligations. The legal basis is Article 9(2)(b) of the GDPR in conjunction with Section 26(3) of the BDSG as well as Article 6(1)(b) of the GDPR.

To the extent that we temporarily store application data after the conclusion of the application process for the purpose of asserting, exercising, or defending legal claims, this is done on the basis of Article 6(1)(f) of the GDPR. Our legitimate interest lies in documenting the application process and defending against any potential claims.



To the extent that we process data for the purpose of processing an agreed reimbursement of expenses, this is done on the basis of Article 6(1)(b) of the GDPR. To the extent that statutory retention obligations exist, processing is carried out on the basis of Article 6(1)(c) of the GDPR in conjunction with the relevant statutory provisions.

Inclusion in a candidate pool or the longer-term storage of your application for future job openings occurs only on the basis of your voluntary consent pursuant to Article 6(1)(a) of the GDPR.

4) Are you required to provide your personal data?

As part of the application process, you are generally only required to provide the data we need to select candidates for a vacant position. Without this data, you will generally not be able to participate in the application process.

5) To whom will your data be disclosed?

Within the jointly responsible companies, only those departments that require your application data to conduct the application process will have access to it. This includes, in particular, central human resources, the managers and departments responsible for the respective position, and, where applicable, the executive board. To the extent required by law, the representative for employees with severe disabilities, the works council, or other employee representative bodies may also be involved.

Information regarding a severe disability or equivalent status will only be made available to those persons and departments that require this information to ensure your rights are considered in the application process or to fulfill legal obligations. This may include, in particular, the central HR department, the responsible selection department, and, where required by law, the representative body for persons with severe disabilities or other interest groups.

If you receive reimbursement from us in connection with your application, only the portion of your personal data necessary for this purpose will be shared with our accounting department, our tax advisors, and the tax authorities.

In addition, IT service providers or providers of an applicant tracking system engaged by us may be granted access to personal data to the extent necessary for the operation, maintenance, and support of the systems. These service providers are, where necessary, engaged as data processors pursuant to Art. 28 GDPR.

Your personal data is generally not transferred to countries outside the European Union or the European Economic Area. If such a transfer occurs in individual cases, it is carried out only under the conditions set forth in Art. 44 et seq. GDPR.

6) How long is the data stored?

If you have submitted written application documents to us and the application process does not result in an employment relationship with you, we will return these documents no later than 6 months after the conclusion of the selection process or destroy them in accordance with data protection regulations if they are not returned. We will delete any other personal data stored in connection with your application after this period has expired.

In the event that you have consented to the further use and storage of your personal data, we will transfer your data to our applicant pool. There, the data will be deleted no later than 18 months after submission, unless you revoke your consent beforehand.

If your data is required for legal proceedings after the application process has concluded, your data will be deleted upon completion of the legal proceedings and, if applicable, after the expiration of any related statutory retention and statute of limitations periods.



If you are offered a position as part of the application process, the data will be transferred from the applicant data system to our human resources information system.

If you have received reimbursement of expenses from us in connection with your application, the retention period for the data we require for this purpose as proof to the tax authorities is governed by Section 147 of the German Fiscal Code (AO). The retention period for accounting documents is generally 8 years. This period may be extended to the extent and for as long as the documents are relevant for taxes for which the assessment period has not yet expired.

7) Is automated decision-making or profiling carried out in individual cases?

No decisions based exclusively on automated processing within the meaning of Article 22 of the GDPR, including profiling, are made.

8) What rights do you have?

In connection with the processing of your personal data, you are entitled to the following rights under the GDPR:

- You may request information about the data stored regarding you via the contact details provided in Section 2 (Article 15 GDPR).
- You may request the rectification or erasure of your data under the conditions specified in the GDPR (Articles 16 and 17 GDPR).
- You have the right to request the restriction of the processing of your personal data (Article 18 GDPR).
- You may request the provision of the data you have provided in a structured, commonly used, machine-readable format (Article 20 GDPR).
- You have the right to lodge a complaint with a supervisory authority regarding the processing of your personal data. The supervisory authority responsible for our company is:
 - State Commissioner for Data Protection of Lower Saxony, Prinzenstraße 5, 30159 Hanover, Phone 0511-120 4500, Email: poststelle@lfd.niedersachsen.de.
- If the data processing is based on consent you have provided for this purpose, you may withdraw this consent at any time (Article 7(3) of the GDPR). Please note that the withdrawal of consent is effective only for the future. Data processing that took place prior to the withdrawal remains unaffected by the withdrawal.
- You also have the right to object as described below:

Right to object pursuant to Article 21 of the GDPR

If we process your personal data on the basis of Article 6(1)(f) of the GDPR, in particular to assert, exercise, or defend legal claims, you may object to this processing at any time for reasons arising from your particular situation.

