

Your Application – Your Application Data

What are the purposes and legal grounds for the processing of your data?

EMCO GmbH, Salzburger Straße 80, 5400 Hallein (hereinafter referred to as "EMCO"), processes your personal data exclusively in compliance with the provisions under the EU General Data Protection Regulation (GDPR), the Austrian Data Protection Act (DSG) and all further applicable laws (such as ArbVG (Austrian Work Organisation Act), GIBG (Austrian General Act on Equal Treatment) etc.).

The data processing serves to perform and complete the application procedure and the assessment of the applicant's suitability for the job concerned. In order for us to be able to decide on the establishment of an employment relationship, it is necessary to process your data in the course of this assessment.

We always treat your application data as confidential. In the event that EMCO wishes to process your personal data for a purpose other than those mentioned above, EMCO will inform you beforehand.

Who will receive your data?

Within EMCO, your personal data will only be disclosed to those persons and departments (e.g. HR department, specialist department) that need your personal data for the recruitment decision and the fulfilment of our contractual and statutory obligations.

Where necessary for establishing the employment relationship, EMCO may furthermore disclose your personal data to other recipients outside the company (e.g. social insurance agency).

For how long will your data be retained?

EMCO will erase your personal data six months after completion of the application procedure. This does not apply where statutory provisions prevent erasure, further storage is required for purposes of argumentation (e.g. during judicial proceedings under the GIBG) or when you have given your consent to prolonged retention.

If EMCO is unable to offer you any vacancy, but considers that your application may be interesting for any future vacancies due to your profile, EMCO will process your personal application data in its applicant database for a period of 24 months, provided that you have given your explicit consent. You can give your consent concerning this matter at the end of the applicant form when we ask you whether you would like to be added to our candidate pool.

Will your data be transmitted to a third country?

EMCO will not transmit your personal data to a third country.

What data protection rights can you exercise as a data subject?

Using the address mentioned above, you may request information on the personal data concerning you. Under certain conditions, you may request rectification or deletion of your data. Furthermore, you have the right to restrict the processing of your personal data as well as the right to receive the personal data provided by you in a structured, commonly used and machine-readable format.

Right to object

If EMCO processes your data for the safeguarding of legitimate interests, you have the right to object to this processing for reasons arising from your specific situation. In this case, EMCO will stop processing your personal data unless EMCO is able to prove compelling legitimate grounds for the processing that outweigh your interests, rights and liberties, or unless the processing serves the assertion, exercise or defence of legal claims.

Where can you file a complaint?

You may file your complaint directly with EMCO using the above-mentioned address or this email address (www.info@emco.at). Alternatively, you may contact the Austrian Data Protection Authority (Wickenburggasse 8, 1080 Vienna, Tel.: +43 1 521 52-0, email: dsb@dsb.gv.at).