

Data privacy policy for job applicants

Data Privacy Policy

In the following we would like to inform you about the types of data processed by SIXT and about the purposes of such data processing. We would also like to inform you about important legal aspects of data protection, such as your rights.

If you have any questions regarding data protection, please direct your query to the following addresses: gdpr-pm@sixt.com, Sixt SE, Zugspitzstraße 1, D-82049 Pullach.

Please use the following addresses for Sixt Leasing SE and its subsidiaries: datenschutz@sixt-leasing.com, Sixt Leasing SE, Zugspitzstraße 1, D-82049 Pullach.

You can also contact the data protection officer of Sixt SE, Sixt Leasing SE and the German Sixt companies using the abovementioned addresses.

I. Application process

The Sixt company to which you submit your application is responsible for processing personal data (controller) as part of the application process. In case of job advertisements announced on www.sixt.jobs, you can obtain this information under → JOB KEY FACTS for the respective job advertised. In case of unsolicited applications, the company which you contact is the controller.

Categories of personal data

The following categories of personal data may be processed by the responsible Sixt company (controller) for your application:

- Master data: These include, for example, a person's first name, surname, address (private and/or business), date of birth, marital status.
- Communication data: These include, for example, a person's telephone number, email address (private and/or business) fax number if applicable, as well as the content of communications (e.g., emails, letters, faxes).
- Educational and career data: These include, for example, information on a person's schooling, further vocational training, including training in companies and at university, professional career.
- Voluntary data: These are data that you provide to us on a voluntary basis, without us having explicitly requested them.
- Special data categories: Nationality

The purposes of data processing at SIXT

Your master data, communication data and career data will be processed as part of the application process, as well as the data you provide to us voluntarily when submitting your application. Applications may be made either on the basis of a job advertisement at www.sixt.jobs or via one of our partner portals, or as an unsolicited application. The aforementioned data is processed to manage, select and interview job applicants. Your data is also processed for documentation purposes, to communicate with you, to bill or settle costs and to send out hiring letters, including, if applicable, terms of employment and to send refusal letters and, in connection with a refusal, to return or destroy application documents.

II. Job portal

Controller

Sixt SE, Zugspitzstraße 1, 82049 Pullach (hereinafter "SIXT", "we" or "us") is the controller for the job portal at www.sixt.jobs. Whenever you use the job portal, you will transmit your application together with your master, communication and career data; the responsible Sixt company to which you are applying (controller) will then process such data for the purposes stated in section I.

Our website www.sixt.jobs uses "Cookies". "Cookies" are small text files that are copied from a web server onto your hard disk. Cookies contain information that can later be read by a web server within the domain in which the cookie was assigned to you. Cookies cannot execute any programmes or infect your computer with viruses. The cookies used by us neither contain personal data nor are they connected to any such data.

Further information on cookies and on deactivating them can be found in the cookie policy (www.sixt.jobs/de/privacynotice).

III. Legal basis for data processing

Legal basis for the above processing

Art. 6 (1) sentence 1 point a) of the General Data Protection Regulation (GDPR): Pursuant to this provision, the processing of your personal data is lawful if and to the extent that you have given your consent to such processing.

Art. 6 (1) sentence 1 point b) GDPR: Pursuant to this provision, the processing of your personal data is lawful if such processing is necessary for the performance of a contract to which you are party, or in order to take steps at your request prior to entering into a contract (like in the application process).

Art. 6 (1) sentence 1 point f) GDPR: Pursuant to this provision, the processing of your personal data is lawful if such processing is necessary for the purposes of the legitimate interests pursued by the controller, i.e., SIXT, or by a third party, except where such interests are overridden by the interests or fundamental rights and freedoms of the data subject, i.e., you yourself.

IV. Transfer of personal data

Categories of recipients of your data

Receipt and use of data

The recipient of the applicant's data is the Group company named in a job advertisement and which is responsible for processing the applicant's data (cf. → I. Application process/controller).

Your data is otherwise transferred to service providers (processors) used by the responsible companies. Provided that this is admissible under data protection law, the data concerning you may be shared with affiliated companies within our Group.

Transfer to third countries

The transfer of your data to a third country is based on an adequacy decision by the European Commission. If no adequacy decision by the European Commission exists for the respective third country, then the transfer to that third country will take place subject to appropriate safeguards as per Art. 46 (2) GDPR. Your data may also be transferred to a third country subject to the conditions set forth in Art. 49 GDPR. You can request copies of the aforementioned safeguards from the responsible subsidiaries by writing to the addresses specified above (cf. → Controller). Third countries are countries outside the European Economic Area. The European Economic Area comprises all countries of the European Union as well as the countries of the so-called European Free Trade Association, which are Norway, Iceland and Liechtenstein.

Communication via WhatsApp

Your master and communication data will also be processed using the WhatsApp messaging service provided by WhatsApp Ireland Limited, 4 Grand Canal Square, Grand Canal Harbour, Dublin 2, Ireland so as to communicate with you in respect of your application. This company is a subsidiary of Facebook Inc., based in Menlo Park, California, United States of America and certified under the Privacy Shield Agreement (<https://www.whatsapp.com/legal/privacy-shield-addendum/>), thereby guaranteeing compliance with European data protection laws. Information about WhatsApp's data privacy policy can be obtained at <https://www.whatsapp.com/legal/#privacy-policy>.

The use of WhatsApp for your application process is voluntary. There is no obligation to use WhatsApp as a means to make an application. This service is merely available as an alternative way to make an application instead of via <https://www.sixt.jobs>. Applicants will be neither disadvantaged nor advantaged if they choose to use one application channel rather than the other.

V. Storage duration/criteria for storage duration

In the event of a rejection, SIXT will retain your application data for a maximum of six months following the date on which the refusal letter was sent. In cases where SIXT is unable to offer you a job yet your application is of particular interest, SIXT will keep your application on file for a longer period of time with your express consent. If you are hired, your data will be stored for the duration of the employment relationship.

VI. Your rights

Rights pursuant to Art. 15 – 18, 20, 21 GDPR

You are entitled to the rights set out in Art. 15 to 18 and 20 to 21 GDPR, in particular the right of access (Art. 15 GDPR), the right to rectification, to erasure and to restriction of processing (Art. 16 to 18 GDPR), the right to data portability (Art. 20 GDPR) and the right to object (Art. 21 GDPR).

No contractual or legal obligations to provide data/consequences of failure to provide data

You are not contractually or legally obliged to provide your personal data. Please note, however, that your application cannot be processed if you do not provide the data required for the stated purposes (cf. → The purposes of data processing at SIXT).

Right to withdraw consent at any time

If data processing is based on your consent, then you have the right to, at any time, withdraw the consent you granted. The withdrawal of consent shall not affect the lawfulness of processing between the time consent was granted and the time it was revoked.

Right to lodge a complaint

You have the right to lodge a complaint with a supervisory authority (Art. 77 GDPR).