

Data Protection

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Privacy Policy

Data Protection

Crombeen GmbH has created this privacy policy (version 06.03.2025-311207665) to inform you, in accordance with the requirements of the General Data Protection Regulation (EU) 2016/679, about which information we collect, how we use data, and what choices you as a visitor to this website have. Unfortunately, these explanations often sound very technical by nature, but we have tried to describe the most important points as clearly and simply as possible.

Automatic Data Storage

When you visit websites nowadays, certain information is automatically created and stored, including on this website. When you visit our website as you are doing now, our web server (the computer this website is hosted on) automatically stores data such as:

- The address (URL) of the accessed website
- Browser and browser version
- The operating system used
- The address (URL) of the previously visited page (referrer URL)
- The hostname and IP address of the device from which access is made
- Date and time

in files called web server log files. As a rule, web server log files are stored for two weeks and then automatically deleted. We do not share this data, but we cannot exclude the possibility that this data may be viewed in the event of unlawful behavior.

Storage of Personal Data

Personal data that you transmit to us electronically on this website, such as name, email address, address, resume, or other personal details as part of a form submission or blog comment, will only be used by us for the specified purpose, securely stored, and not disclosed to third parties.

We use your personal data only to communicate with those visitors who explicitly request contact and to process the services offered on this website. We do not disclose your personal data without consent, but we cannot exclude the possibility that the data may be viewed in the event of unlawful behavior. If you send us personal data via email – and thus outside of this website – we cannot guarantee the secure transmission and protection of your data. Therefore, we recommend that you never send confidential data unencrypted via email.

The legal basis is Article 6(1)(a) GDPR (lawfulness of processing), whereby you give us your consent to process the data you have entered. You can revoke this consent at any time – an informal email is sufficient. You can find our contact details in the imprint.

Applications

We offer you the opportunity to apply to us (e.g., by email, postal mail, or via an online application portal). Below we inform you about the scope, purpose, and use of your personal data collected during the application process. We assure you that the collection, processing, and use of your data will be in accordance with applicable data protection laws and all other legal provisions, and your data will be treated confidentially.

Scope and Purpose of Data Collection

If you send us an application, we will process your associated personal data (e.g., contact and communication data, application documents, notes from interviews, etc.), as far as this is necessary for the decision on establishing an employment relationship. The legal basis for this is § 26 BDSG-new under German law (initiation of an employment relationship), Article 6(1)(b) GDPR (general contract initiation), and – if you have given consent – Article 6(1)(a) GDPR. Consent can be revoked at any time. Your personal data will be processed internally by Crombeen GmbH only after consultation with you.

If the application is successful, the data submitted by you will be stored in a data processing system on the basis of § 26 BDSG-new and Article 6(1)(b) GDPR for the purpose of implementing the employment relationship.

Data Retention in our Database www.coveto.de

If we are unable to offer you a position, if you reject a job offer, withdraw your application, revoke your consent to data processing, or request the deletion of your data, the data you have submitted, including any remaining physical application documents, will be stored or retained for a maximum of 6 months after the conclusion of the application process (legal retention period) in order to be able to clarify any discrepancies in the application process (Article 6(1)(f) GDPR).

YOU MAY OBJECT TO THIS STORAGE IF YOUR LEGITIMATE INTERESTS OUTWEIGH OURS.

If you agree to longer storage of your applicant data (e.g., for consideration in future job postings), deletion will occur according to the consent provided. After the retention period has expired or your consent has been withdrawn, the data will be deleted unless there is a legal obligation to retain it or another legal reason for continued storage. If it becomes apparent that data must be retained beyond the retention period or the granted consent

period (e.g., due to pending or anticipated legal disputes), deletion will only occur when the data is no longer relevant. Other statutory retention requirements remain unaffected.

Rights Under the General Data Protection Regulation

Under the provisions of the GDPR, you have the following rights:

- Right to rectification (Article 16 GDPR)
- Right to erasure ("right to be forgotten") (Article 17 GDPR)
- Right to restriction of processing (Article 18 GDPR)
- Right to notification regarding rectification or erasure of personal data or restriction of processing (Article 19 GDPR)
- Right to data portability (Article 20 GDPR)
- Right to object (Article 21 GDPR)
- Right not to be subject to a decision based solely on automated processing — including profiling — (Article 22 GDPR)

If you believe that the processing of your data violates data protection law or your data protection rights have otherwise been infringed, you can contact the Federal Commissioner for Data Protection and Freedom of Information (BfDI).

Analysis of Visitor Behavior

In the following privacy policy, we inform you whether and how we evaluate the data of your visit to this website. The analysis of the collected data is generally done anonymously, and we cannot infer your identity from your behavior on this website. You can find out more about how to object to the analysis of visit data in the privacy policy below.

TLS Encryption with HTTPS

We use HTTPS to transmit data securely over the Internet (data protection through technical design, Article 25(1) GDPR). By using TLS (Transport Layer Security), an encryption protocol for secure data transmission on the internet, we can ensure the protection of confidential data. You can recognize the use of this secure data transmission by the small lock symbol at the top left in the browser and the use of the "https" scheme (instead of "http") as part of our internet address.