

Privacy Policy

for applicants (m/f/d)

Data protection and the protection of your personal data are matters of great importance to all companies within the Lagermax Group. In fulfilment of our duty to provide information under the General Data Protection Regulation, we hereby inform you about the processing of your personal data in connection with your application.

Data controller within the meaning of Article 4(7) of the GDPR

Lagermax Lagerhaus und Speditionen AG und verbundene Unternehmen

Radingerstraße 16, 5020 Salzburg/Austria, Tel: +43/662/4090-0, E-Mail: datenschutz@lagermax.com

Purpose of processing

Your personal data is processed for the purpose of conducting the recruitment process. Without this data, your application cannot be processed, or can only be processed to a limited extent.

Legal basis

Your personal data is processed for the purpose of conducting the recruitment process on the basis of Article 6(1)(b) of the GDPR (implementation of pre-contractual measures).

Furthermore, the processing is carried out on the basis of our legitimate interest pursuant to Article 6(1)(f) of the GDPR for the efficient organisation and administration of the application process.

If you consent to your application documents being retained for a longer period, this processing is carried out on the basis of your consent in accordance with Article 6(1)(a) of the GDPR. You may withdraw this consent at any time with effect for the future.

Personal data processed

- First name and surname
- Address
- Date of birth
- Telephone number
- Email address
- Other personal data provided
- Education and training
- Career history
- Further training
- Skills
- Qualifications
- CV
- Certificates
- References
- Other supporting documents

Source of data

Personal data is generally collected directly from you as part of your application. Where permitted by law, personal data may also be obtained from professional networks (e.g. LinkedIn), recruitment consultants or publicly available sources, provided this is necessary for the purposes of the recruitment process. Only such data will be processed as is necessary for the conduct of the specific recruitment process.

Automated decision-making

No decision-making based solely on automated processing, including profiling, as defined in Article 22 of the GDPR, takes place.

Retention period

Your data will generally be stored for 6 months following the conclusion of the application process. If you consent to your data being retained for a longer period, it will be stored for a maximum of 24 months. Once the relevant retention periods have expired, the data will be deleted, provided there are no statutory retention obligations or other legitimate grounds for further storage.

In the event of a successful application, your data will be transferred to your personnel file and stored in accordance with the statutory retention periods applicable to the employment relationship.

Data recipients

Within the Lagermax Group, your data will be made available exclusively to those persons who require it for the purposes of the recruitment process. These include, in particular, staff in the Human Resources department, as well as the relevant managers and specialist departments. Application documents may be shared internally within the Lagermax Group with affiliated companies where this is necessary for filling the advertised position or for considering alternative employment opportunities within the Group.

In addition, providers of applicant tracking systems engaged by us may be granted access to personal data as data processors, insofar as this is necessary for the provision of their services.

Where personal data is transferred to recipients in countries outside the European Union or the European Economic Area, this is done exclusively in compliance with the legal requirements of the GDPR and on the basis of appropriate safeguards.

Rights of data subjects

You generally have the rights to access (Article 15 GDPR), rectification (Article 16 GDPR), erasure (Article 17 of the GDPR), restriction of processing (Article 18 of the GDPR), data portability (Article 20 of the GDPR), objection (Article 21 of the GDPR) and the right to withdraw any consent given (Article 7 of the GDPR). You may withdraw this consent at any time with effect for the future by email (jobs@lagermax.com) or by post (Lagermax Lagerhaus und Speditionen AG, HR Development, Radingerstraße 16, 5020 Salzburg). Where processing is carried out on the basis of legitimate interests pursuant to Article 6(1)(f) of the GDPR, you have the right to object to such processing at any time on grounds relating to your particular situation. You also have the right to lodge a complaint with the relevant data protection authority.

(Österreichische Datenschutzbehörde, Barichgasse 40-42, 1030 Wien, dsb@dsb.gv.at)