

Notice for Online Applications at cargo-partner

At cargo-partner, we are committed to ensuring that your personal data is processed in a transparent, secure and lawful manner throughout the entire recruitment process. The protection of your personal data is of particular importance to us, especially in light of our international presence and the global nature of our operations.

Controller and Responsibility

The controller responsible for the processing of your personal data is the respective cargo-partner entity to which you apply. This means that the company advertising the position and making the hiring decision determines the purposes and means of processing your personal data within the recruitment process.

cargo-partner Holdings GmbH, Airportstraße 9, 2401 Fischamend, Austria, operates the central application platform and supports recruitment processes within the cargo-partner group. However, this does not establish a unified group-wide controllership for all recruitment activities. Responsibility remains with the respective hiring entity.

Personal Data We Process

In the course of your application, we process personal data that you provide to us directly or that is generated during the recruitment process. This includes, in particular, your identification and contact details, information regarding your education and professional experience, qualifications, correspondence, and any additional information you voluntarily provide in your application documents or during interviews.

Where applicable, we may also process data derived from assessments or questionnaires used in the recruitment process. Such processing is limited to what is necessary for evaluating your suitability for the position.

Purpose and Legal Basis of Processing

Your personal data is processed exclusively for the purpose of carrying out the recruitment process and, where applicable, preparing the conclusion of an employment contract. This processing is based on Art. 6(1)(b) GDPR.

In addition, we may process your data to comply with legal obligations (Art. 6(1)(c) GDPR) and to safeguard our legitimate interests, in particular for the defense against legal claims arising from the recruitment process (Art. 6(1)(f) GDPR).

If you consent, your data may also be stored for future recruitment opportunities within cargo-partner (candidate pool). In this case, processing is based on Art. 6(1)(a) GDPR, and you may withdraw your consent at any time.

Recipients of Personal Data in an International Group Structure

Due to the global structure of cargo-partner, your personal data may be accessed by entities within the cargo-partner group, including regional HR coordination functions and relevant group companies involved in the recruitment process.

However, such access is strictly limited to those persons and entities that require the data for the specific recruitment process. There is no unrestricted or general sharing of applicant data across the entire group.

Furthermore, your data may be shared with external service providers supporting our recruitment process, in particular the provider of our applicant tracking system. All such providers are contractually bound in accordance with Art. 28 GDPR.

Where required by law, personal data may also be disclosed to public authorities.

Transfer to Third Parties

Any transfer of your data to other group entities outside cargo-partner, including Nippon Express companies, will only take place where this is:

- necessary for a specific recruitment purpose,
- based on your explicit consent, or
- justified by a legitimate interest, provided that your rights and reasonable expectations are not overridden.

In any such case, you will be appropriately informed.

International Data Transfers

As cargo-partner operates worldwide, your personal data may be processed in countries outside the European Union or the European Economic Area. Where such transfers take place, we ensure that appropriate safeguards are in place, including the use of EU Standard Contractual Clauses and additional technical and organizational measures to ensure an adequate level of data protection.

Storage Duration

Your personal data will be stored for as long as necessary to carry out the recruitment process and to comply with applicable legal obligations. Where data is retained for the purpose of defending legal claims, the retention period is determined by applicable statutory limitation periods.

If you have provided your consent for inclusion in a candidate pool, your data will be stored for the duration specified at the time of consent.

Your Rights

You have the right to request access to your personal data, to request rectification or erasure, to restrict processing, and to object to processing based on legitimate interests. You also have the right to data portability where applicable.

If we base data processing on your consent (cf. Art. 6 (1) (a) and Art. 9 (2) (a) GDPR), you have the right to withdraw your consent at any time with effect for the future. This also applies if special categories of personal data are affected. The lawfulness of the processing of your data up to the point of revocation remains unaffected.

You can send us your revocation by mail, email, or fax. This will not incur any additional costs for you beyond the basic rates.

Right to object pursuant to **Art. 21 GDPR**: You may object to the processing of your data at any time, provided that it is processed on the basis of a balancing of interests (Art. 6 (1) (f) GDPR). In this case, we will no longer process your data unless there are compelling legitimate grounds for the processing that override your interests, rights, and freedoms, or the processing serves to assert, exercise, or defend legal claims.

Contact and Supervisory Authority

If you have any questions regarding the processing of your personal data or wish to exercise your rights, you may contact us at: dataprotectionoffice@cargo-partner.com.

You also have the right to lodge a complaint with a competent supervisory authority.

Obligation to provide data

The transfer of your data to us is not required by law, but is necessary for the processing and execution of the application process with you.

Profiling Automated decision-making or profiling

Automated decision-making in individual cases, including profiling in accordance with Art. 22 GDPR, does not take place during the employment relationship.