



DATA PROTECTION INFORMATION FOR EMPLOYEES

Privacy information about our processing of employee data according to
Articles 13, 14 and 21 of the General Data Protection Regulation (GDPR)

Blockchain Consulting GmbH

Dear employee,

in accordance with the provisions of Articles 13, 14 and 21 of the General Data Protection Regulation (GDPR), we inform you in this information sheet about the processing of your personal data transmitted during the application process and, if necessary, your personal data gained by us and your relevant laws. In order to ensure that you are fully informed about the processing of your personal data in the context of the conclusion, implementation and termination of employment, please note the information below.

1. RESPONSIBLE BODY WITHIN THE MEANING OF PRIVACY POLICY

Blockchain Consulting GmbH
Neuhauserstrasse 17
80331 Munich
HR@bcc.gmbh
<http://blockchain-consulting.net/>

2. CONTACT DATA OF OUR PRIVACY POLICY

Dominik Fünkner
datenschutzbeauftragter@datenschutzexperte.de

3. PURPOSE AND LEGAL BASIS OF PROCESSING

We process your personal data in accordance with the provisions of European General Data Protection Regulation (GDPR) and the Federal Data Protection Act (BDSG), insofar as these are necessary for the employment relationship. The legal basis is Art. 88 GDPR in connection with §26 BDSG (new) and, if applicable, Art. 6 para. 1 lit. b GDPR for the conclusion or execution of contractual relationships.

Furthermore, we can process your personal data, as far as this is required for the compliance with legal obligations (Art. 6 para. 1. lit. c GDPR) or to defend against legal claims. The legal basis is the Art. 6 para. 1 lit. f GDPR, the legitimate interest is, for example, a burden of proof in legal proceedings. Insofar as you give us an express consent to the processing of personal data for specific purposes, the legality of this processing is based on your consent in accordance with Art. 6 para. 1 lit. a GDPR. The given consent may be revoked at any time (see section 9 of this privacy policy). Please note that the revocation only works for the future. Processing that occurred before the revocation is not affected.

In accordance with Art. 88 GDRP in connection with § 26 BDSG (new), personal data already obtained from you as part of an application process may be used for purposes of an employment relationship, to the extent that this is necessary for the commencement, execution or termination of the employment relationship or for the performance or fulfillment of the rights and obligations of the employees' interests arising from the law or a collective agreement (collective agreement) or service agreement.

4. CATEGORIES OF PERSONAL DATA

We process data related to your employment. This may include general personal information (such as name, address and contact details), information about your qualifications and education, or information about professional development, as well as data required for the performance of contractual obligations and accounting and tax obligations (bank details, health insurance), social security, tax data etc.).

5. SOURCES OF DATA

We process the personal data provided by you for the purpose of conclusion and performing the employment relationship.

6. RECIPIENTS OF THE DATA

We only transfer your personal information within our company to the areas that need this data to fulfill their contractual and legal obligations or to implement our legitimate interests.

We may transfer your personal information to affiliates to the extent permitted by the purposes and legal bases set out in section 3 of the privacy policy.

Your personal data will be processed on our behalf on the basis of order processing contracts according to Art. 28 GDPR. In these cases, we ensure that the processing of personal data is conducted in accordance with the General Data Protection Regulation.

The categories of recipients are in this case host providers and providers of employee management systems and software.

A data transfer to recipients outside the company is otherwise only to the extent permitted or required by applicable law; transfer is required to meet legal obligations or acc. your consent. Under these conditions, the recipients of personal data may be for example:

- Public authorities and institutions (e.g. tax office) under submission of a legal or regulatory obligation.
- Recipients to whom the disclosure for the purpose of establishing or fulfilling the contract is directly required, such as: for example, our payroll consultants or our other legal advisers.
- Other data recipients may be the ones for whom you have given us your consent to submit the data.

7. TRANSFER TO A THIRD COUNTRY

A transfer to a third country is not intended.

8. DURATION OF DATA STORAGE

We store your personal information as long as this is required for the decision of your employment relationship, to the extent that this is necessary for the rights resulting from the performance, fulfillment of the contract of employment or for the performance or fulfillment of the rights and obligations of the employees' interests arising from the law or a collective agreement (collective agreement) or service agreement.

In addition, we are subject to various storage and documentation requirements, which include, i.a., the German Commercial Code (HGB) and the Tax Code (AO). The deadlines for storage and documentation are two to ten years.

Finally, the storage period is also verified by the statutory limitation periods, which, according to §§ 195 and following of the German Civil Code (BGB), can generally amount to three years, in certain cases up to thirty years.

9. YOUR RIGHTS

Each subject person has the right to information under Art. 15 GDPR, the right to correction according to Art. 16 GDPR, the right to cancellation under Art. 17 GDPR, the right to restrict the processing according to Art. 18 GDPR, the right of communication according to Art. 19 GDPR and the right of data transferability from Art. 20 GDPR.

In addition, there is a right of appeal to a data protection supervisory authority acc. to the Art. 77 GDPR, if you believe that the processing of your personal data is not legal. The right of appeal is without prejudice to any other administrative or judicial remedy.

Unless the processing of data is based on your consent the Art. 7 GDPR entitles you to revoke your consent to the use of your personal data at any time with effect for the future. Please note that we may need to retain certain data for compliance with legal requirements for a certain period of time (Section 8 of this privacy policy).

Right of opposition

Insofar as the processing of personal data relating to you pursuant to Art. 6 para. 1 lit. f GDPR for the protection of legitimate interests, you have the right for objection, for reasons that arise from your particular situation, in accordance with Art. 21 GDPR against the processing of this data. We will then no longer process that personal information unless we can demonstrate compelling legitimate grounds for processing that outweigh your interests, rights and freedoms, or the processing is for the purposes of asserting, exercising or defending legal claims.

To protect your rights you can contact us at any time under the data given above.

10. REQUIREMENT OF PROVISION OF PERSONAL DATA

The provision of personal data in the context of the application processes is neither legally nor contractually prescribed. So you are not required to provide the personal information. However, the provision of personal data for the decision on an application or a contracting for employment with us is required. However, in the context of your application, you should only provide personal data that is required for the admission and execution of the application. Unless you provide us with personal information when applying, we cannot make a conclusion of an employment relationship.

11. AUTOMATED DECISION-MAKING

In decisions concerning your employment, we do not make an automated decision in individual cases within the meaning of Art. 22 GDPR.