

Data Privacy Notice for All4Labels Recruiting Process

All4Labels offers you a standardized online job application process (“All4Labels Recruiting process”). The use of the All4Labels Recruiting process involves the processing of your personal information (this is data which can be linked/attributed to you, “Personal Data”). All4Labels will protect your Personal Data in the context of using the All4Labels Recruiting process.

This privacy notice sets out which kinds of Personal Data will be collected, processed and used for the All4Labels recruiting process, for which purposes this Personal Data will be processed, with whom this Personal Data may be shared and which rights you have in relation to its processing.

1. Who is responsible for the processing of your Personal Data?

All4Labels Group GmbH, located in Möllner Landstraße 15, 22969 Witzhave, Germany, is the responsible data controller for the operation of the All4Labels recruiting process. Once you submit an application to a company within All4Labels Group (an “All4Labels Company”), this All4Labels Company will be the responsible data controller for the further application process, i.e. the evaluation and handling of your application.

In case you apply to a generic vacancy, you agree that your data will be subsequently processed as “applicant” to any suitable vacancy identified by the All4Labels Recruiting team.

2. What Personal Data will we collect?

The following types of your Personal Data are processed in All4Labels Recruiting process:

- Personal Details relevant for processing your application like first name, last name, email address, phone number, country of residence;
- Any other personal information that you voluntarily decide to include in your resume and/or cover letter and/or additional documents;
- Your eventual job preferences you may have pro-actively shared as outlined below in Section 3;

Furthermore, as part of the application process, personal data may be collected from you from career networks (e.g., XING, LinkedIn) and from websites with a professional context, provided that this personal data has been made public. The legal basis for this processing is the legitimate interest pursuant to Art. 6 (1) S. 1 lit. f GDPR in collecting additional relevant information for the decision on whether to establish an employment relationship with you.

3. For which purposes do we process your Personal Data?

We may process your Personal Data for the following purposes:

- To create your candidate profile in our internal database, for technical support or for other related purposes, such as to present tailored job opportunities to you;
- To submit your application to All4Labels Companies, as per your instruction via the All4Labels Recruiting process;
- To receive job posting notifications if your consent is given;
- To establish, enforce or defend against legal claims and to meet legal obligations (for example, accounting, regulatory and administrative obligations), to comply with requests from courts or regulators or where it is necessary to investigate, prevent or take action regarding illegal activities, suspected fraud, situations involving potential threats to the safety of any person or violations of All4Labels policies or terms.

We may create anonymized reports where we will only use anonymized information, not Personal Data, so that we can assess, for example, how many people applied for a specific job, without analyzing specific applications.

4. Who will have access to your Personal Data?

For the purposes mentioned above, we will disclose your Personal Data to the following recipients or categories of recipients:

- HR-related functions within All4Labels (for example recruiters, HR business partners, HR shared services centers, HR super admin users);
- Other All4Labels Companies if you submit an application to such All4Labels Company(ies) or have given your consent for forwarding your application
- Third party agents and processors (for example, for providing HR or IT maintenance and support or for using support-function for applications via job portals). If necessary, a data processing agreement has been concluded;

- Law enforcement, government authorities or courts where necessary to comply with applicable laws;
- Other parties in the event of any contemplated or actual reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of our business, assets or stock (including in any insolvency or similar proceedings).

We will not disclose your Personal Data to any parties who are not authorized to process them.

5. On which legal bases do we collect, process and use your Personal Data?

In the context of the All4Labels Recruiting process, we will collect, process and use your Personal Data on the basis of your consent:

- To create and store in line with this Data Privacy Notice;
- To make your application available to All4Labels Companies;

As the case may be, we will also process your Personal Data where this is necessary:

- To comply with a legal obligation to which we are subject (for example, where we have to produce Personal Data upon a legitimate and lawful request of a public authority);
- For our legitimate interests (such as to protect All4Labels from harm by preventing or detecting illegal activities, fraud or similar threats; to establish, exercise or defend against legal claims; or to create anonymized reports to gain further insights to improve our offering and to perform statistical analysis). We will not process your Personal Data based on our legitimate interests if we determine in a case-by-case assessment that our interests are overridden by your interests or fundamental rights and freedoms. If you wish to receive further information on our assessment, please contact our Data Protection Officer as set out in Section 10 of this privacy notice.

6. Where will my Personal Data be processed?

Your Personal Data may be processed inside and outside of the EU, by the parties specified above in Section 4. Please note that all countries, also within the EU, have different laws regarding the protection of Personal Data. When your Personal Data is transferred from your own country to another country, the laws and rules that protect your Personal Data in the country to which your information is transferred to may be different from those in your country and thus provide a lower data protection standard.

If you are resident of the EU and your Personal Data is transferred outside the EU, we will ensure that the recipient of the Personal Data provides an adequate level of data protection, in particular, by implementing contractual safeguards such as the All4Labels Privacy Standard as binding corporate rules between All4Labels Companies for the transfer of Personal Data. Please, refer to the Privacy Policy published on All4Labels company website (www.all4labels.com) for more information on how to contact our Data Protection Officer.

7. Origin of personal data

We may receive your application details including personal data from third parties, e.g. local employment agencies.

8. How do we protect your Personal Data?

All4Labels maintains appropriate technical and organizational security measures designed to protect your Personal Data against accidental, unlawful or unauthorized destruction, loss, alteration, access, disclosure or use. All our employees and contractual partners are bound by confidentiality and may only process your Personal Data based on the "need-to-know" principle.

9. How long do we keep your Personal Data?

We are committed to keep your Personal Data no longer than necessary to fulfil the purposes the data was collected for or to fulfil our legal obligations. Therefore, your Personal Data will generally be deleted according to the following deletion rules:

- The Personal Data on the job applications will be deleted six (6) months after the last closure date of application. In deviation from this general retention period your application can be retained for a deviating retention period. Please refer to the privacy notice of the respective All4Labels Company for further details or contact our Data Protection Officer via the contact details in section 10.

After opting for manual deletion of your personal data, your applications will be automatically closed and your Personal Data will be deleted immediately if no retention period or legal interest is applicable.

10. What are your rights in respect to your Personal Data?

To the extent permitted by applicable data protection laws and regulations of the All4Labels Company(ies) you have applied to, you have the right to:

- Access your Personal Data that you provided to us by using the All4Labels Recruiting process or to request additional information such as, for example, the recipients (or categories thereof) of your Personal Data;
- Update or correct your Personal Data so that it is always accurate;
- Delete your Personal Data via the All4Labels Recruiting process (see more information above in section 8);
- Obtain your Personal Data in an electronic format;
- Restrict the processing of your Personal Data in certain circumstances, for example, where you have contested the accuracy of your Personal Data, for the period enabling us to verify its accuracy;
- Withdraw your consent at any time where your Personal Data is processed with your consent, without affecting the lawfulness of processing based on consent before its withdrawal and on processing done based on other legal bases, e.g. legitimate interest;
- File a complaint with a competent data protection authority.

Right to object

In the event and to the extent that we process your Personal Data based on our legitimate interests as mentioned in Section 5, you have the right to object to the processing on specific grounds relating to your particular situation. In such case, we will no longer process your Personal Data unless we have compelling legitimate grounds for the processing which override your interests, rights and freedoms or for the establishment, exercise or defense of legal claims.

You may exercise these rights as far as this is possible directly through the All4Labels Recruiting process or by contacting us via email at HR4ALL@All4Labels.com or as detailed in Section 10 below, by providing your name, e-mail address and the purpose of your request.

If you have submitted your application to an All4Labels Company, please contact this Company for further information on how to exercise your rights with regard to your Personal Data submitted to the Company.

11. How can you contact us?

If you have any queries about this Data Privacy Notice or how we use your Personal Data in the context of the All4Labels Recruiting process, you can contact our All4Labels Data Protection Officer by email or post as follows:

datenschutz nord GmbH
Sechslingspforte 2
22087 Hamburg

Web: www.datenschutz-nord-gruppe.de

E-Mail: office@datenschutz-nord.de

If you contact our data protection officer, please also indicate the responsible office mentioned in the legal notice.

12. How often is this notice updated?

We regularly review this privacy notice. We will ensure the most up to date version is published here. This privacy notice was last updated on July, 29th, 2026.