

Privacy notice for Video Assessment recordings

We would like to inform you in the following about the processing of personal data in connection with the use of the service of Video Assessment recordings. This is in addition to the "Privacy Policy for the Job Portal of Kuehne+Nagel Group", which is still applicable.

Purpose of the processing

We use our service of Video Assessment recordings to carry out online job interviews

Controller

The controller directly related to the performance of "Video Assessment recordings" is the Kuehne + Nagel Management AG, Dorfstrasse 50, 8834 Schindellegi, Switzerland.

As a processor we are using the provider Phenom People Ltd, 6 Charles II Street, London, United Kingdom. The data protection information of "Phenom People" can be found at: <https://www.phenom.com/privacy-policy>

What data is processed?

When using our service of Video Assessment recordings, different types of data are processed. The scope of the data also depends on the data you enter before or during participation in an online job interview.

The following personal data can be processed:

Candidate details: first name, last name, e-mail address, job title (if exists).

Metadata: Topic, description (optional), participant IP addresses, equipment/hardware information.

Recordings: MP4 file of all video and audio recordings, M4A file of all audio recordings.

Scope of processing

We use our service of Video Assessment recordings to perform online job interviews. These will be recorded, which we will clearly explain to you in advance and ask for your consent.

Automated decision making within the meaning of Art. 22 GDPR is not used.

Legal basis of the data processing

Consent in accordance with Art. 6 para. 1 lit. a) GDPR is regularly the legal basis for data processing.

If personal data of Kuehne + Nagel employees is processed, Art. 6 para. 1 lit. b) GDPR is the legal basis for data processing, as long as the meetings are performed within the scope of a contractual relationship. If personal data of Kuehne + Nagel employees are processed in Germany, § 26 BDSG.

In other respects, the legal basis for data processing when conducting "online interviews" is Art. 6 para. 1 lit. f) GDPR. In these cases, our legitimate interest is to ensure that "online interviews" are performed efficiently.

If no contractual relationship exists, the legal basis is Art. 6 para. 1 lit. f) GDPR. Here too, our legitimate interest is to ensure that "online interviews" are performed efficiently.

Transfer of data / Recipients

We will treat your data confidentially. Within the Kuehne+Nagel Group and the group companies included in the application system, only those departments and employees will have access to your data who need it to fulfil the above-mentioned purposes.

Data processing outside the European Union

We only transfer personal data in third countries, which have accepted a contractual agreement following the EU contractual clauses and additional security measures in order to establish a sufficient level of data protection. However, by using our services, you also consent to your data being processed by providers in other (third) countries. In such countries, authorities may have easier access to such data and you may have fewer rights to oppose such access, as compared to the European Union.

Data protection officer

We have appointed a data protection officer.

You can contact our team as follows: privacy@kuehne-nagel.com

Your rights as data subject

You have the right of access to personal data concerning you. You can contact us for information at any time.

When requesting information, we ask for your understanding that we may require you to provide proof that you are the person you claim to be.

Furthermore, you have the right to correction or deletion or to limitation of the processing, insofar as you are legally entitled to this.

Finally, you have the right to object to the processing within the scope of the legal requirements.

You also have a right to data transfer within the scope of data protection regulations.

Deletion of data

We delete personal data on principle when there is no need for further storage. A purpose can exist in particular if the data is still needed to fulfil contractual services, to check and grant or ward off warranty and, if applicable, guarantee claims. In the case of legal storage obligations, deletion is only possible after the expiry of the respective storage obligation. You can exercise your rights at any time via the following link <https://privacy.kuehne-nagel.com/dsar-form/> .

Right to lodge a complaint with a supervisory authority

You have the right to complain to a supervisory authority for data protection.

Modification of this privacy policy

We review this privacy policy in the event of changes in data processing or other circumstances that make this necessary. You will always find the current version on this website.

Version: 1 December 2022