



Privacy Policy

1. Who we are

Racemark International GmbH

Robert-Bosch-Straße 20

72186 Empfingen Sitz der Gesellschaft: Empfingen

Registergericht: Amtsgericht Stuttgart, HRB 753285

Ust ID: DE815572317

E-mail our Data Protection Delegate: sdelorez@racemark.com should you have any privacy-related questions.

2. Why this Privacy Policy?

This privacy policy (“Privacy Policy”) aims to inform you about how we use personal data collected by Racemark. This Privacy Policy supplements the RACEMARK INTERNATIONAL Information Technology Policy.

Every person who is employed by, applies for employment or does business with RACEMARK INTERNATIONAL (hereafter the “Data Subject” or “you”) discloses a certain amount of personal data. The personal data is information which allows RACEMARK INTERNATIONAL to identify you as a natural person. You are identifiable as soon as it is possible to create a direct or indirect link between one or more data points and yourself.

RACEMARK INTERNATIONAL is committed to the protection of the privacy of its Data Subjects, regardless of whether they are situated inside or outside the European Economic Area. We only use and process your personal data in accordance with the GDPR. The GDPR is short for the Regulation (EU) of the European Parliament and of the Council of 27 April 2016 on the protection of individuals with regard to the processing of personal data and on the free movement of such data (General Data Protection Regulation). This European regulation provides the highest level of privacy protection in the world. That is why we apply this high standard to all Data Subjects.

Through this Privacy Policy, every Data Subject in relation to RACEMARK INTERNATIONAL is informed of the processing activities RACEMARK INTERNATIONAL may carry out with his or her personal data. RACEMARK INTERNATIONAL reserves the right to modify this Privacy Policy at all times. If we make any material changes to this Privacy Policy, we will notify you by sending each Data Subject a courtesy email or letter as appropriate. It is your responsibility to check for updates to this Privacy Policy.

3. Who is responsible for the processing of personal data?

a. Controller

RACEMARK INTERNATIONAL is responsible for the processing of the personal data of the Data Subjects. RACEMARK INTERNATIONAL decides alone which personal data are being collected as well as the technical and organizational means of collecting, processing and storing of those personal data.

RACEMARK INTERNATIONAL has taken appropriate technical and organizational measures to protect the personal data of its Data Subjects. RACEMARK INTERNATIONAL uses a variety of adequate security technologies and procedures to help protect your personal information from unauthorized access, use or disclosure. RACEMARK INTERNATIONAL secures the personally identifiable information you provide in a controlled, secure environment, protected from unauthorized access, use or disclosure.

b. Processor(s)

RACEMARK INTERNATIONAL also employs Data Processors. A processor is the natural or legal person who processes the personal data of the Data Subjects upon request and on behalf of the Data Controller (ie. you). The Data Processor is required to ensure the security and confidentiality of the data and shall always act on the instructions of the data controller.

RACEMARK INTERNATIONAL relies on the following categories of “processors”:

- Human Resources personnel
- Information Technology personnel
- Sales personnel
- Purchasing personnel
- Management

4. On what legal grounds are my data processed?

In accordance with the GDPR we process personal data on the following legal grounds:

- On the basis of the execution of the contract agreed upon with you or the execution of pre-contractual steps taken at your request; or
- On the basis of compliance with legal or regulatory provisions with regard to the management of the contractual relationship, invoicing in particular;

- On the basis of our legitimate interest in sending information and newsletters to our customers;

5. Which personal data are being processed and why?

RACEMARK INTERNATIONAL commits to only collect and process adequate, relevant and limited to what is necessary for the purposes for which they are processed. The following categories of personal data are processed by RACEMARK INTERNATIONAL:

Employment Applicants:

Name	Applicant Identification
Current address	Scheduling interview, sending working contract in case of an agreement, return of application documents.
Current telephone numbers	Informational Contact, Scheduling interview
Email Address	Informational Contact, Scheduling interview
Previous employment history	Employment Applicability
Education status	Employment Applicability
Nationality	Employment Applicability

Business Contacts (Suppliers, Customers, non-employees):

Name	Legitimate business interest: sales, purchases, billing
Email Address	Legitimate business interest: sales, purchases, billing, informative updates of products or services
Business Address	Legitimate business interest: sales, purchases, billing, informative updates of products or services
Business Phone Number	Legitimate business interest: sales, purchases, billing, informative updates of products or services

This data is collected at the time of your application for employment, commencement of employment, or when conducting business operations such as sales offers, order fulfillment or invoicing for services/goods. Other personal data may be collected later, e.g. in the context of our after-sales. These data are necessary for the provision of RACEMARK INTERNATIONAL services. The amount of personal data collected depends on your use of the Site and the functionalities of the Site.

6. Who receives your personal data?

Your personal data are processed for normal business processes within RACEMARK INTERNATIONAL only.

RACEMARK INTERNATIONAL will contact appropriate authorities and disclose personal data when required to do so by law, regulation or under a good faith belief that action is necessary to conform to or comply with the law and legal process, to protect and defend RACEMARK INTERNATIONAL rights and/or property and customers.

7. How long do we store your personal data?

Your data is stored as long as necessary to achieve the ends pursued and in accordance with applicable laws. They will be erased from our database as soon as they are no longer necessary for the ends pursued or if you validly exercise your right to erasure.

8. What are my rights?

a. Guarantee of a legitimate and secure process of your personal data

Your personal data are always processed for the legitimate purposes explained in point 5. They are collected and processed in an appropriate, relevant and non-excessive manner, and are not kept longer than necessary to achieve the intended purposes.

b. Right to access

If you can prove your identity, you have the right to obtain information about the processing of your data. Thus, you have the right to know the purposes of the processing, the categories of data concerned, the categories of recipients to whom the data are transmitted, the criteria used to determine the data retention period, and the rights that you can exercise on your data.

c. Right to rectification of your personal data

Inaccurate or incomplete personal data may be corrected. It is primarily the responsibility of the Data Subject to request the necessary changes in writing (electronic or hard copy).

d. Right to erasure (or “right to be forgotten”)

You also have the right to obtain the erasure of your personal data under the following assumptions:

- Your personal data are no longer necessary for the intended purposes;
- You withdraw your consent to the processing and there is no other legal ground for processing;
- You have validly exercised your right of opposition;
- Your data must be deleted to comply with a legal obligation.

e. Right to limitation of processing

In certain cases, you have the right to request the limitation of the processing of your personal data, especially in case of dispute as to the accuracy of the data, if the data are necessary in the context of legal proceedings or the time required to RACEMARK INTERNATIONAL to verify that you can validly exercise your right to erasure.

f. Right to object

You have the right to object at any time to the processing of your personal data for direct marketing purposes. RACEMARK INTERNATIONAL will stop processing your personal data unless it can demonstrate that there are compelling legitimate reasons for the processing which prevail over your right to object.

g. Right to data portability

You have the right to obtain any personal data which you have provided us in a structured, commonly used and machine readable format. You are then free to transfer this data to a similar service provider.

h. Right to withdraw your consent

You may withdraw your consent to the processing of your personal data at any time, for example for personalized marketing communication purposes.

9. How to exercise your rights?

If you wish to exercise your rights, you must send a written request and proof of identity by mail to RACEMARK INTERNATIONAL, Robert-Bosch Straße 20, 72186, Empfingen, Germany or by email to sdelorez@racemark.com.

We promise to respond as soon as possible, and no later than one (1) month after receipt of your request.

10. Possibility to lodge a complaint

If you are not satisfied with the processing of your personal data by RACEMARK INTERNATIONAL, you have the right to lodge a complaint with the competent Data Protection Authority (German Authorities can be located here: https://www.ldi.nrw.de/mainmenu_Service/submenu_Links/Inhalt2/Aufsichtsbehoerden/Aufsichtsbehoerden.php).

11. Court of competent jurisdiction

In the event of any dispute regarding the execution or interpretation of this Privacy Policy, RACEMARK INTERNATIONAL will do everything in its power to find an amicable solution. In the absence of an amicable solution, all disputes relating to or arising from the processing of personal data by RACEMARK INTERNATIONAL will be submitted to the courts of the appropriate judicial district.