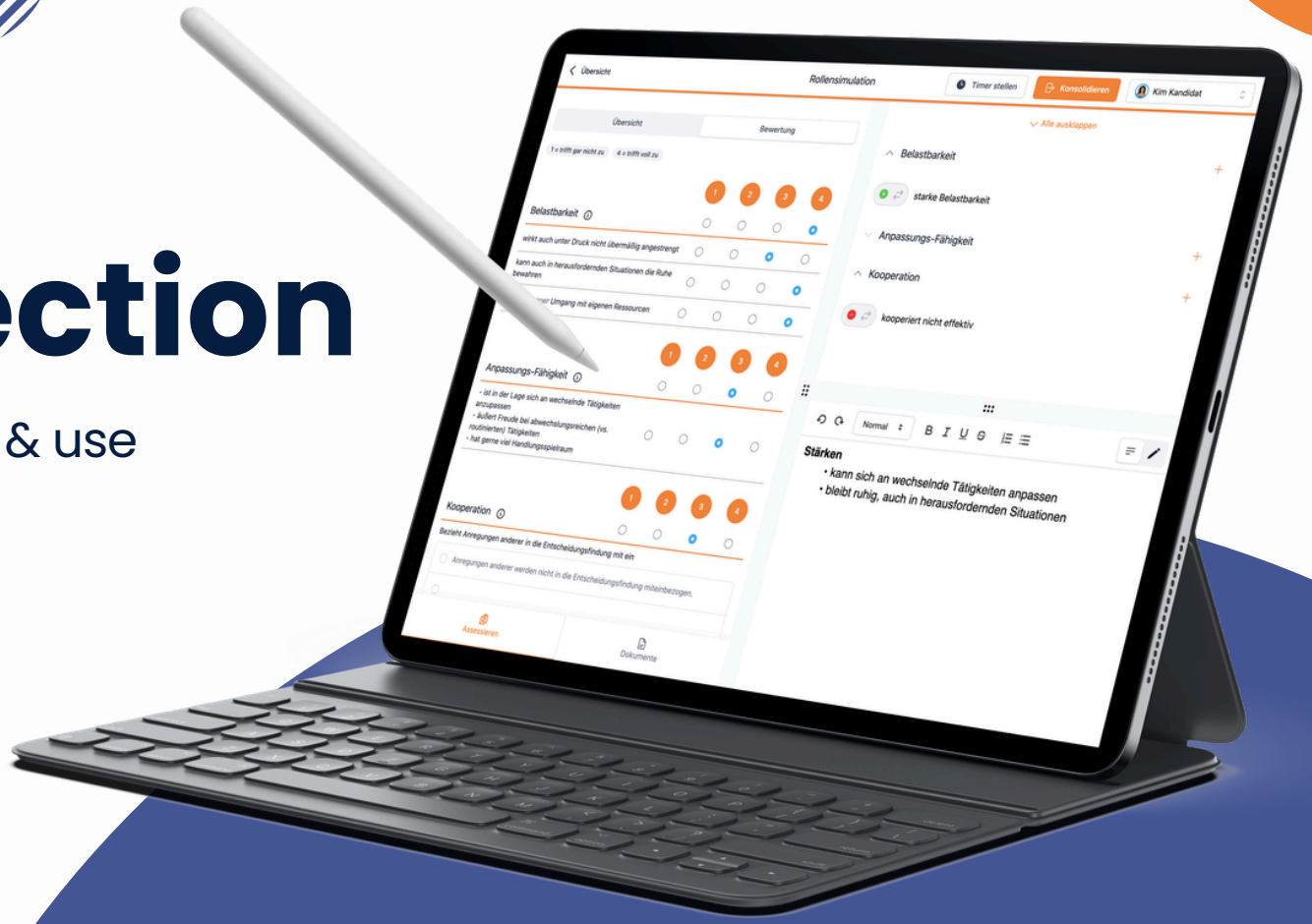
Data Protection

in the implementation & use
of Applysia



Applysia

Overview

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Applysia



Background

Data protection is no longer an optional extra topic but a central prerequisite for the successful use of digital solutions. Especially with sensitive personal data – such as in the HR and assessment context – companies and users expect the highest security standards, transparency, and legal compliance.

This white paper illustrates how Applysia meets these requirements: It explains the legal foundations of data protection, describes specific technical and organizational measures, and clarifies why Applysia is a secure, GDPR-compliant, and trustworthy solution for digital collaboration.

Abbreviations used:
BDSG Federal Data Protection Act
GDPR General Data Protection Regulation
TDDG Telecommunications-Telemedia Data Protection Act

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Explanation of Terms

IT-Security

Technical measures against unauthorized use, deletion, and falsification of data. Ensures that information can only be used and manipulated by authorized persons and protects data from loss or damage.

Data Protection

Right to informational self-determination, part of the general right of personality. Everyone has the right to decide for themselves how their personal data is disclosed and used. The legal basis for this is enshrined in the European GDPR and in national laws such as the BDSG.

Personal Data

Information that is directly or indirectly related to a specific person. The data refers to identified or identifiable natural persons. Special categories are extremely sensitive pieces of information that require a higher level of protection.



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Processing of Personal Data

Covers any operation performed on personal data (whether automated or not). Practical examples include storing and processing personal data in HR-related IT systems such as applicant tracking systems, assessment, CRM, or ERP systems, as well as on other devices.

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Data Protection
at Applysia

Legal basis and requirements:

Applysia complies with all legal data protection requirements in accordance with the GDPR and other national data protection laws:

01 Principles for the processing of personal data (Art. 6 para. 1 lit. a)-f) GDPR)

02 The appointment of a data protection officer (Section 38 BDSG)

03 Technical and organizational measures to ensure the protection of personal data (Section 64 BDSG)

04 IInternal guidelines to support employees, such as the obligation to maintain confidentiality and data secrecy (Section 53 BDSG)

Order processing and external service providers:

Ensuring that order processors and external service providers also comply with all data protection requirements. This is achieved through careful selection and regular review of service providers in accordance with Art. 28 GDPR and § 11 TDDG.

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Data Protection in the Applysia Software

Applysia offers a wide range of security features that ensure data protection:



Privacy by Default

Each user receives an individual database area that is exclusive and confidential.



German Data Centers

Server location in Germany with ISO 27001 certification.



GDPR Compliance

Legally compliant data management, automatic anonymization, and deletion.



Order processing contract

Legally binding contracts ensuring the processing of personal data according to GDPR.



Privacy by Design

We always follow the concept of data minimization in our development work.



Multi-Factor Authentication

An additional layer of security during login to effectively protect against unauthorized access to sensitive data.



External Controls

Independent audits by an external data protection officer.

Data processing and storage concepts:

Data is always processed and stored in accordance with data protection requirements. Data is only stored for as long as necessary and is then securely deleted afterwards.

Deletion periods can be set individually, with the default setting being six months.

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Data Protection & Artificial Intelligence

at Applysia

Applysia uses AI-based placeholders to automatically generate assessment-specific management summaries. These are based on the competency notes and evaluation results from the assessment and are modeled on the tone and level of detail in the sample report.

To generate the automated management summary, corresponding placeholders are integrated into the report template. A review is required before publication.

AI support is only provided for text creation via Microsoft data centers with servers located within the EU.

In addition, an AI chatbot provides support for support issues within the application.



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Data Protection
in the Company Applysia

Data protection is an integral part of Applysia's corporate culture and goes beyond purely technical or legal requirements. It forms the basis for responsible conduct in everyday work and builds trust among customers, partners, and users. The following sections show how this commitment is implemented in practice within the company.

Company policies & structures

Applysia regularly conducts clear guidelines and regular training on data protection. All employees are required to comply with these guidelines and integrate data protection into their daily work.

Responsibilities & Control

The data protection officer monitors compliance with data protection requirements at Applysia. Regular updates to data protection policies ensure that measures are always effective and up to date.

Data subject rights under the GDPR

We respect and support all data subject rights under the GDPR, including the right to be informed, of deletion, correction, restriction in processing, data portability, and objection.

For further information, please refer to the privacy policy on the Applysia website.

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In Good Hands
at Applysia

Data protection and data security are our top priorities. That's why we developed Applysia so that you can focus on your personnel selection and development while we take care of the security of your data.

Applysia meets the highest data protection standards, creating a secure, reliable framework for processing personal data. Modern technical and organizational protective measures, clearly defined internal rules, and regularly trained employees ensure that data protection not only complies with legal requirements but is also consistently implemented in everyday life.

The result is a solution that combines security, transparency, and trust — giving you the freedom to focus on what matters most: informed decisions and sustainable human development.



Get in touch with us!



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