

Privacy Policy absence.io Website

As of February 2024

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I. Name and address of the controller

The controller within the meaning of the General Data Protection Regulation (GDPR) and other data protection regulations is:

absence.io GmbH

Ridlerstraße 31, 80339

Germany

DE +49 (0)89 143 777477

US +1 856 356 0549

www.absence.io

hello@absence.io

II. Contact details of the data protection officer

The data protection officer of the controller is:

DataCo GmbH

Nymphenburger Str. 86

80636 München

+49 (0)89 7400 4584

www.dataguard.de

datenschutz@dataguard.de

III. General information on data processing

0. General explanations

Thank you for your interest in our company, our products and our services. As the data controllers, we want you to feel comfortable in our exchange with us and our employees with regard to the protection of your personal data. We take the protection of your personal data very seriously. Compliance with German and European data protection regulations is a matter of course for us. As a result, the protection of your personal data is our top priority. With the following information we would like to inform you about how we handle your personal data in detail. First of all, some information.

All absence.io servers are located in Germany. This means that we must comply with European Union (EU) data protection regulations.

Data protection regulations in the European Union are among the strictest in the world. In addition, Germany itself has one of the strictest legal norms in this area: the Federal Data Protection Act. This law protects users of Internet services. The end user decides on his own responsibility how his personal data is used: Companies may not collect any personal data (e.g. name, birthday, IP address) without the express permission (the so-called order data processing) of the end user. There is no law in Germany that could force us to submit to a gag order or implement a backdoor.

At absence.io, we work hard to ensure that our products and processes comply with GDPR guidelines. We are convinced that despite the serious topic, we can also have a bit of fun with it - after all, data security is in everyone's best interest.

For more information and updates, please visit our Help Center (<https://absenceio.zendesk.com/hc/de/articles/360004902153-Data-Security-General-Data-Protection-Regulation-GDPR->).

1. Scope of processing of personal data

The provision of personal data by you is neither required by law nor by contract or required for the conclusion of a contract. You are not obliged to provide the data. The possible consequence if you do not provide the data is that you cannot access the Absence website in whole or in part and cannot see the content accordingly.

We process personal data of our users only insofar as this is necessary to provide a functional website as well as our content and services. The processing of personal data of our users takes place regularly only with the consent of the user. An exception applies in cases where prior consent cannot be obtained for factual reasons and the processing of the data is required by law.



Below is an overview of the sources, data and purposes of the 3 basic areas of our service. This is for overview and categorization, a complete list can be found in this document ("Privacy Policy Website") and the Privacy Policy (for applicants as well as customers & prospects) as indicated below.

Data origin	Data	Purposes	Relevant data protection information
User registration	Email Password Number of employees Language	Securing access to the application. Trial month	Data protection information for customers and interested parties
absence.io App & Services	Absence requests Sick leave Birthdays Personalfragebogen Dates incl. description User Department Payroll Bank account Emergency contact Bonus Team Locations (place of work) Contingents Routings Working hours	Within the framework of the contractually agreed provision of services and the GCU with the customer. This data enables employees and the employer to plan their working hours and efficiently carry out standardized processes such as vacation planning. Depending on which functions the company uses, all or only parts of the data mentioned here may be applied to users of the application.	Data protection information for customers and interested parties
Website	IP address Referrer Click path	We use this information to optimize our site so	Data protection information for customers and

	Time on page Demography	that our visitors get the content relevant to them faster.	interested parties Privacy Policy Website
Applicant portal Website	Email Name, Surname Telephone number Application	Implementation of the application process. Decision on the establishment of the employment relationship. Communication (telephone, e-mail).	Privacy Policy Website Data protection information for applicants

2. Legal basis for the processing of personal data

Insofar as we obtain the consent of the data subject for the processing of personal data, Art. 6 para. 1 sentence 1 lit. a GDPR serves as the legal basis.

For the processing of personal data necessary for the performance of a contract to which the data subject is a party, Art. 6 para. 1 sentence 1 lit. b GDPR serves as the legal basis. This also applies to processing operations that are necessary to carry out pre-contractual measures.

Insofar as the processing of personal data is necessary to fulfil a legal obligation to which our company is subject, Art. 6 para. 1 sentence 1 lit. c GDPR serves as the legal basis.

In the event that vital interests of the data subject or another natural person require the processing of personal data, Art. 6 para. 1 sentence 1 lit. d GDPR serves as the legal basis.

If processing is necessary to safeguard a legitimate interest of our company or a third party and if the interests, fundamental rights and freedoms of the data subject do not outweigh the first-mentioned interest, Art. 6 para. 1 sentence 1 lit. f GDPR serves as the legal basis for the processing.

3. Protection of minors

Personal data of persons who have not yet reached the age of 16 may only be made available to us if the express consent of the legal guardian has been obtained and the proof is sent to us in advance.

4. Data deletion and storage duration

The personal data of the data subject will be deleted or blocked as soon as the purpose of storage ceases to apply. Storage may also take place if this has been provided for by the European or national legislator in EU regulations, laws or other provisions to which the person responsible is subject. The data will also be blocked or deleted if a storage period prescribed by the aforementioned standards



expires, unless there is a need for further storage of the data for the conclusion or fulfilment of a contract.

IV. Rights of the data subject

If your personal data is processed, you are a data subject within the meaning of the GDPR and you have the following rights opposite the controller:

1. Right to information

You may request confirmation from the controller as to whether personal data concerning you are processed by him.

If such processing exists, you can request information from the controller about the following information:

- the purposes for which the personal data are processed;
- the categories of personal data being processed;
- the recipients or categories of recipients to whom the personal data concerning you have been or will be disclosed;
- the planned duration of storage of the personal data concerning you or, if specific information on this is not possible, criteria for determining the storage period;
- the existence of a right to rectification or erasure of personal data concerning you, a right to restriction of processing by the controller or a right to object to such processing;
- the existence of a right of appeal to a supervisory authority;
- any available information as to the origin of the data, where the personal data are not collected from the data subject;
- the existence of automated decision-making, including profiling, referred to in Article 22(1) and (4) GDPR and, at least in those cases, meaningful information about the logic involved, as well as the significance and envisaged consequences of such processing for the data subject.

You have the right to request information as to whether the personal data concerning you is transferred to a third country or to an international organization. In this context, you may request to be informed of the appropriate guarantees pursuant to Article 46 GDPR in connection with the transfer.

This right of access may be restricted to the extent that it is likely to render impossible or seriously impair the achievement of the research or statistical purposes and the restriction is necessary for the fulfilment of the research or statistical purposes.

2. Right to rectification

You have a right to rectification and/or completion opposite the controller if the personal data processed concerning you is incorrect or incomplete. The controller must make the correction without delay.

Your right to rectification may be limited to the extent that it is likely to render impossible or seriously impair the achievement of the research or statistical purposes and the restriction is necessary for the fulfilment of the research or statistical purposes.

3. Right to restriction of processing

Under the following conditions, you may request the restriction of the processing of personal data concerning you:

- if you contest the accuracy of the personal data concerning you for a period enabling the controller to verify the accuracy of the personal data;
- the processing is unlawful and you oppose the deletion of the personal data and instead request the restriction of the use of the personal data;
- the controller no longer needs the personal data for the purposes of the processing, but you need them to assert, exercise or defend legal claims, or
- if you have objected to processing pursuant to Article 21 (1) GDPR pending the verification whether the legitimate grounds of the controller override yours.

If the processing of personal data concerning you has been restricted, these data may only be processed - with the exception of their storage - with your consent or for the establishment, exercise or defence of legal claims or for the protection of the rights of another natural or legal person or for reasons of important public interest of the Union or of a Member State.

If the restriction of processing has been restricted in accordance with the above-mentioned conditions, you will be informed by the controller before the restriction is lifted.

Your right to restriction of processing may be limited to the extent that it is likely to render impossible or seriously impair the achievement of the research or statistical purposes and the restriction is necessary for the fulfilment of the research or statistical purposes.

4. Right to erasure

a) Obligation to delete

You may obtain from the controller the erasure of personal data concerning you without undue delay and the controller is obliged to erase such data without undue delay if one of the following reasons applies:

- The personal data concerning you are no longer necessary for the purposes for which they were collected or otherwise processed.
- You revoke your consent on which the processing was based pursuant to Art. 6 para. 1 sentence 1 lit. a or Art. 9 para. 2 lit. a GDPR, and there is no other legal basis for the processing.
- You object to the processing pursuant to Article 21 (1) GDPR and there are no overriding legitimate grounds for the processing, or you object to the processing pursuant to Article 21 (2) GDPR.
- The personal data concerning you have been unlawfully processed.
- The deletion of personal data concerning you is necessary for compliance with a legal obligation under Union law or the law of the Member States to which the controller is subject.
- The personal data concerning you have been collected in relation to the offer of information society services referred to in Article 8 (1) GDPR.

b) Information to third parties

If the controller has made the personal data concerning you public and is obliged pursuant to Article 17 (1) GDPR to erase them, the controller, taking account of available technology and the cost of implementation, shall take reasonable steps, including technical measures, to inform controllers processing the personal data that you, as the data subject, have requested the erasure of all links to these personal data or copies or replications of such personal data.

(c) Exceptions

The right to erasure does not exist if processing is necessary

- to exercise the right to freedom of expression and information.
- for compliance with a legal obligation which requires processing under Union or Member State law to which the controller is subject or for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller;
- for reasons of public interest in the field of public health pursuant to Art. 9 para. 2 lit. h and i and Art. 9 para. 3 GDPR;
- for archiving purposes in the public interest, scientific or historical research purposes or for statistical purposes pursuant to Article 89 (1) GDPR, insofar as the right referred to in section a) is likely to render impossible or seriously impair the achievement of the objectives of such processing, or
- to assert, exercise or defend legal claims.

5. Right to information

If you have asserted your right to rectification, erasure or restriction of processing opposite the controller, the controller is obliged to inform all recipients to whom the personal data concerning you have been disclosed of this rectification or erasure of the data or restriction of processing, unless this proves impossible or involves disproportionate effort.

You have the right opposite the controller to be informed about these recipients.

6. Right to data Portability

You have the right to receive the personal data concerning you, which you have provided to the controller, in a structured, commonly used and machine-readable format. In addition, you have the right to transmit this data to another controller without hindrance from the controller to whom the personal data have been provided, provided that:

- the processing is based on consent pursuant to Art. 6 para. 1 sentence 1 lit. a GDPR or Art. 9 para. 2 lit. a GDPR or on a contract pursuant to Art. 6 para. 1 sentence 1 lit. b GDPR and
- the processing is carried out by automated means.

In exercising this right, you also have the right to have the personal data concerning you transmitted directly from one controller to another, insofar as this is technically feasible. The freedoms and rights of other persons must not be adversely affected by this.

The right to data portability does not apply to the processing of personal data necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller.

7. Right to object

Object to the processing of personal data on the basis of a "legitimate interest":

If we process your personal data on the basis of a "legitimate interest" listed in this privacy policy, you have the right to object to the processing of personal data concerning you at any time. The controller shall no longer process the personal data concerning you unless he can demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms, or for the establishment, exercise or defence of legal claims. If the personal data concerning you are processed for direct marketing purposes, you have the right to object at any time to the processing of personal data concerning you for the purpose of such advertising; this also applies to profiling to the extent that it is associated with such direct marketing.

You have the right, for reasons arising from your particular situation, to object at any time to the processing of personal data concerning you, which is based on Art. 6 para. 1 sentence 1 lit. e or f GDPR; this also applies to profiling based on these provisions.

If you object to processing for direct marketing purposes, the personal data concerning you will no longer be processed for these purposes.

Notwithstanding Directive 2002/58/EC, you have the possibility to exercise your right to object in connection with the use of information society services by automated means using technical specifications.

You also have the right, for reasons arising from your particular situation, to object to the processing of personal data concerning you for scientific or historical research purposes or for statistical purposes pursuant to Article 89 (1) GDPR.

Your right to object may be limited to the extent that it is likely to render impossible or seriously impair the achievement of the research or statistical purposes and the restriction is necessary for the fulfilment of the research or statistical purposes.

8. Right to revoke the declaration of consent under data protection law

You have the right to revoke your declaration of consent under data protection law at any time. The revocation of consent does not affect the legality of the processing carried out on the basis of the consent until the revocation.

9. Automated individual decision-making, including profiling

You have the right not to be subject to a decision based solely on automated processing, including profiling, which produces legal effects concerning you or similarly significantly affects you. This provision shall not apply where the decision

- is necessary for the conclusion or performance of a contract between you and the controller,
- is permitted by Union or Member State law to which the controller is subject and which also lays down suitable measures to safeguard your rights and freedoms and legitimate interests, or
- with your explicit consent.

However, these decisions may not be based on special categories of personal data pursuant to Article 9 (1) GDPR, unless Article 9 (2) (a) or (b) GDPR applies and appropriate measures have been taken to protect your rights and freedoms and legitimate interests.

Regarding the data referred to in 1. and 3. the controller shall implement suitable measures to safeguard your rights and freedoms and legitimate interests, at least the right to obtain human intervention on the part of the controller, to express his or her point of view and contest the decision.

10. Right to lodge a complaint with a supervisory authority

Without prejudice to any other administrative or judicial remedy, you have the right to lodge a complaint with a supervisory authority, in particular in the Member State of your habitual residence, place of work or place of the alleged infringement, if you believe that the processing of personal data concerning you infringes the GDPR.

The supervisory authority to which the complaint has been lodged shall inform the complainant of the status and results of the complaint, including the possibility of a judicial remedy pursuant to Article 78 GDPR.

Data protection supervisory authority mainly responsible for Absence.io GmbH:

Bavarian State Office for Data Protection Supervision (BayLDA)

poststelle@lda.bayern.de

+49 (0) 981 53 1300

Promenade 27

91522 Ansbach

Germany

<https://www.lda.bayern.de/de/kontakt.html>

Information on the competent data protection supervisory authorities with contact details can be found here: https://edpb.europa.eu/about-edpb/board/members_de

V. Provision of the website and creation of log files

1. Description and scope of data processing

Each time our website is accessed, our system automatically collects data and information from the computer system of the calling computer.

The following data is collected:

- Information about the browser type and version used
- The user's operating system
- The user's Internet service provider
- The IP address of the user
- Date and time of access
- Websites from which the user's system accesses our website
- Websites accessed by the user's system via our website

This data is stored in the log files of our system. A storage of this data together with other personal data of the user does not take place.

2. Purpose of data processing

The temporary storage of the IP address by the system is necessary to enable delivery of the website to the user's computer. For this purpose, the IP address of the user must remain stored for the duration of the session.

The storage in log files takes place to ensure the functionality of the website. In addition, we use the data to optimize the website and to ensure the security of our information technology systems. An evaluation of the data for marketing purposes does not take place in this context.

These purposes also constitute our legitimate interest in data processing in accordance with Art. 6 para. 1 sentence 1 lit. f GDPR.

3. Legal basis for data processing

The legal basis for the temporary storage of data and log files is Art. 6 para. 1 sentence 1 lit. f GDPR.

4. Duration of storage

The data will be deleted as soon as they are no longer necessary to achieve the purpose for which they were collected. In the case of the collection of data for the provision of the website, this is the case when the respective session has ended.

If the data is stored in log files, this is the case after seven days at the latest. Further storage is possible. In this case, the IP addresses of the users are deleted or alienated, so that an assignment of the calling client is no longer possible.

5. Possibility of objection and removal

The collection of data for the provision of the website and the storage of data in log files is absolutely necessary for the operation of the website. The user can object to this. Whether the objection is successful must be determined in the context of a balancing of interests.

VI. Use of cookies - See also 'Usercentrics' under 'XIV Plugins & processing companies used'.

1. Description and scope of data processing

Our website uses cookies. Cookies are text files that are stored in the Internet browser or by the Internet browser on the user's computer system. When a user accesses a website, a cookie may be stored on the user's operating system. This cookie contains a characteristic string of characters that enables the browser to be uniquely identified when the website is called up again.

We use cookies to make our website more user-friendly. Some elements of our website require that the calling browser can be identified even after a page change.

The following data is stored and transmitted in the cookies:

- Language settings
- Log-in information

We also use cookies on our website that enable an analysis of the surfing behaviour of users.

In this way, the following data can be transmitted:

- Search terms entered
- Frequency of page views
- Use of website functions

The user data collected in this way is pseudonymised by technical precautions. Therefore, an assignment of the data to the calling user is no longer possible. The data is not stored together with other personal data of the users.

2. Purpose of data processing

The purpose of using technically necessary cookies is to simplify the use of websites for users. Some functions of our website cannot be offered without the use of cookies. For this, it is necessary that the browser is recognized even after a page change.

We need cookies for the following applications:

- Adoption of language settings
- Remembering search terms

The user data collected by technically necessary cookies are not used to create user profiles.

Analysis cookies are used for the purpose of improving the quality of our website and its content. Through the analysis cookies, we learn how the website is used and can thus constantly optimize our offer.

We use this information to optimize our site so that our visitors get the content relevant to them faster. The basis for data processing is our legitimate interests in the provision of our online offers and/or the execution of pre-contractual actions or contractually owed services for existing customers.

3. Legal basis for data processing

The legal basis for the processing of personal data using technically unnecessary cookies is Art. 6 para. 1 sentence 1 lit. a GDPR.

The legal basis for the processing of personal data using technically necessary cookies is Art. 6 para. 1 sentence 1 lit. f GDPR.

4. Duration of storage, possibility of objection and removal

Cookies are stored on the user's computer and transmitted to our site. Therefore, as a user, you also have full control over the use of cookies. By changing the settings in your Internet browser, you can deactivate or restrict the transmission of cookies. Cookies that have already been stored can be deleted at any time. This can also be done automatically. If cookies are deactivated for our website, it may no longer be possible to use all functions of the website to their full extent.

If you are using a Safari browser version 12.1 or later, cookies are automatically deleted after seven days. This also applies to opt-out cookies, which are set to prevent tracking measures.

Each web browser offers ways to restrict and delete cookies. Further information can be found on the websites of the wProvider.

Please note that individual functions of our website may not work if you have disabled the use of cookies.

VII. Newsletter

1. Description and scope of data processing

On our website it is possible to subscribe to a free newsletter. When registering for the newsletter, the data from the input mask will be transmitted to us.

- Email
- Name
- Forename
- Date and time of registration

There is no transfer of data to third parties in connection with data processing for sending newsletters. The data will be used exclusively for sending the newsletter (via Mailjet).

<https://www.mailjet.com/legal/security-privacy/>

2. Purpose of data processing

The collection of the user's email address serves to deliver the newsletter.

The collection of other personal data as part of the registration process serves to prevent misuse of the services or the email address used.

3. Legal basis for data processing

The legal basis for the processing of the data after registration for the newsletter by the user is Art. 6 para. 1 sentence 1 lit. a GDPR if the user has given his consent.

4. Duration of storage

The data will be deleted as soon as they are no longer necessary to achieve the purpose for which they were collected. The user's email address is therefore stored as long as the subscription to the newsletter is active.

The other personal data collected as part of the registration process will usually be deleted after a period of seven days.

5. Possibility of objection and removal

The subscription to the newsletter can be terminated by the user concerned at any time. For this purpose, there is a corresponding link in each newsletter.

This also makes it possible to revoke the consent to the storage of personal data collected during the registration process.

VIII. Email Contact

1. Description and scope of data processing

On our website it is possible to contact us via the email address provided. In this case, the user's personal data transmitted with the email will be stored.

The data will be used exclusively for the processing of the conversation.

2. Purpose of data processing

In the case of contact by email, this also constitutes the necessary legitimate interest in the processing of the data.

3. Legal basis for data processing

The legal basis for the processing of data transmitted in the course of sending an email is Art. 6 para. 1 lit. f GDPR. If the e-mail contact is aimed at the conclusion of a contract, the additional legal basis for the processing is Art. 6 para. 1 lit. b GDPR.

4. Duration of storage

The data will be deleted as soon as they are no longer necessary to achieve the purpose for which they were collected. For the personal data sent by email, this is the case when the respective conversation with the user has ended. The conversation is terminated when it can be inferred from the circumstances that the facts in question have been conclusively clarified.

5. Possibility of objection and removal

If the user contacts us by email, he can object to the storage of his personal data at any time. In such a case, the conversation cannot be continued.

You have the right to ask us to erase your personal data if: a) we no longer need the data for a specific purpose, such as a contractual or legal obligation; or b) you withdraw your consent, if we obtained it

when collecting the personal data; or c) you object to the processing of your personal data by us on the basis of a legitimate interest declared by us, including direct marketing, unless we can demonstrate the urgent need for the legitimate interest.

All personal data stored while contacting us will be deleted in this case.

IX. Contact

1. Description and scope of data processing

There is a contact form on our website, which can be used to contact us electronically. If a user makes use of this option, the data entered in the input mask will be transmitted to us and stored.

At the time of sending the message, the following data is stored:

- Email
- Name
- Forename
- Phone/mobile number
- Date and time of contact

Alternatively, it is possible to contact us via the email address provided. In this case, the user's personal data transmitted with the email will be stored.

The data will be used exclusively for the processing of the conversation.

2. Purpose of data processing

The processing of personal data from the input mask serves us solely to process the contact. In the case of contact by email, this also constitutes the necessary legitimate interest in the processing of the data.

The other personal data processed during the sending process serve to prevent misuse of the contact form and to ensure the security of our information technology systems.

3. Legal basis for data processing

The legal basis for the processing of data transmitted in the course of sending an email is Art. 6 para. 1 sentence 1 lit. f GDPR. If the e-mail contact is aimed at the conclusion of a contract, the additional legal basis for the processing is Art. 6 para. 1 sentence 1 lit. b GDPR.

4. Duration of storage

The data will be deleted as soon as they are no longer necessary to achieve the purpose for which they were collected. For the personal data from the input mask of the contact form and those sent by email, this is the case when the respective conversation with the user has ended. The conversation is terminated when it can be inferred from the circumstances that the facts in question have been conclusively clarified.

The additional personal data collected during the sending process will be deleted after a period of seven days at the latest.

5. Possibility of objection and removal

If the user contacts us via the contact form, he can object to the storage of his personal data at any time. In such a case, the conversation cannot be continued.

All personal data stored in the course of contacting us will be deleted in this case.

X. Application by email and application form

1. Scope of processing of personal data

You can apply on our website. If an applicant makes use of this option, the data entered in the input mask will be transmitted to us and stored. These data are:

- Salutation
- Forename
- Name
- Phone/mobile number
- Email
- Further data that you provide to us in your application documents

For the processing of your data, your consent is obtained as part of the sending process and reference is made to this data protection declaration.

Alternatively, you can also send us your application by email. In this case, we collect your email address and the data provided by you in the email.

After sending your application, you will receive a confirmation of receipt of your application documents by email from us.

The data will be used exclusively for the processing of your application.

2. Purpose of data processing

The processing of personal data from the application form serves us solely to process your application. In the case of contact by email, this also constitutes the necessary legitimate interest in the processing of the data.

The other personal data processed during the sending process serve to prevent misuse of the application form and to ensure the security of our information technology systems.

3. *Legal basis for data processing*

The legal basis for the processing of your data is the initiation of a contract at the request of the data subject, Art. 6 para. 1 sentence 1 lit. b Alt. 1 GDPR and § 26 para. 1 sentence 1 BDSG.

The legal basis for the processing of the data is Art. 6 para. 1 sentence 1 lit. a GDPR if the user has given his consent.

4. *Duration of storage*

After completion of the application process, the data will be stored for up to six months. Your data will be deleted at the latest after six months. In the event of a legal obligation, the data will be stored within the framework of the applicable regulations.

5. *Possibility of objection and removal*

The applicant has the possibility to object to the processing of personal data at any time. If the applicant contacts us by email, he can object to the storage of his personal data at any time. In such a case, the application can no longer be considered. Send an email to datenschutz@absence.io.

All personal data stored in the course of electronic applications will be deleted in this case.

XI. Use of corporate appearances in job-oriented networks

1. *Scope of data processing*

We use the possibility of corporate appearances on job-oriented networks. We maintain a corporate presence on the following job-oriented networks:

LinkedIn:

LinkedIn, Unlimited Company Wilton Place, Dublin 2, Ireland.

On our site we provide information and offer users the possibility of communication.

The company's website is used for applications, information/PR and active sourcing.

We do not have any information on the processing of your personal data by the companies jointly responsible for the corporate identity. Further information can be found in the privacy policy of:

LinkedIn:

https://www.linkedin.com/legal/privacy-policy?trk=hb_ft_priv

If you carry out an action on our corporate identity (e.g. comments, contributions, likes, etc.), you may make personal data (e.g. real name or photo of your user profile) public.

2. Legal basis for data processing

The legal basis for the processing of your data in connection with the use of our corporate identity is Art. 6 para.1 sentence 1 lit. f GDPR.

3. Purpose of data processing

Our corporate identity serves us to inform users about our services. Each user is free to publish personal data through activities.

4. Duration of storage

We store your activities and personal data published via our corporate identity until you revoke your consent. In addition, we comply with the statutory retention periods.

5. Possibility of objection and removal

You can object to the processing of your personal data, which we collect in the context of your use of our corporate identity, at any time and assert your rights as a data subject mentioned under IV of this data protection declaration. Please send us an informal e-mail to the e-mail address stated in this data protection declaration.

Further information on objection and removal options can be found here:

LinkedIn:

https://www.linkedin.com/legal/privacy-policy?trk=hb_ft_priv

XII. Hosting

The website is hosted on its own servers. Third parties do not have access to server log files.

The servers automatically collect and store information in so-called server log files, which your browser automatically transmits when you visit the website. The stored information is:

- Browser type and browser version
- Operating system used
- Referrer URL
- Host name of the accessing computer
- Date and time of the server request
- IP address

This data is not merged with other data sources. This data is collected on the basis of Art. 6 para. 1 lit. f GDPR. The website operator has a legitimate interest in the technically error-free presentation and optimization of its website – for this purpose, the server log files must be recorded.

The location of the server of the website is geographically in Germany.

XIII. Registration

1. Description and scope of data processing

On our website, we offer users the opportunity to register by providing personal data. The data is entered into an input mask and transmitted to us and stored. A transfer of the data to third parties does not take place. The following data is collected as part of the registration process:

- Email
- Name
- Forename
- IP address of the calling computer
- Date and time of registration

2. Purpose of data processing

A registration of the user is necessary for the fulfilment of a contract with the user or for the implementation of pre-contractual measures.

Securing access to the application. Within the framework of the contractually agreed provision of services and the GCU with the customer. This data enables employees and the employer to plan their working hours and efficiently carry out standardized processes such as vacation planning. Depending on which functions the company uses, all or only parts of the data mentioned here may be applied to users of the application.

3. Legal basis for data processing

If the registration serves the fulfilment of a contract to which the user is a party or the implementation of pre-contractual measures, the additional legal basis for the processing of the data is Art. 6 para. 1 sentence 1 lit. b GDPR.

4. Duration of storage

The data will be deleted as soon as they are no longer necessary to achieve the purpose for which they were collected.

This is the case for the data collected during the registration process for the fulfilment of a contract or for the implementation of pre-contractual measures if the data is no longer required for the execution of the contract. Even after conclusion of the contract, it may be necessary to store personal data of the contractual partner in order to comply with contractual or legal obligations.

5. Possibility of objection and removal

As a user, you have the option of cancelling your registration at any time. You can have the data stored about you changed at any time.

You have the right to ask us to erase your personal data if: a) we no longer need the data for a specific purpose, such as a contractual or legal obligation; or b) you withdraw your consent, if we obtained it when collecting the personal data; or c) you object to the processing of your personal data by us on the basis of a legitimate interest declared by us, including direct marketing, unless we can demonstrate the urgent need for the legitimate interest.

If the data is required for the fulfilment of a contract or for the implementation of pre-contractual measures, premature deletion of the data is only possible insofar as contractual or legal obligations do not preclude deletion.

XIV. Plugins & processing companies used

We use plugins for various purposes and order processing. The plugins used are listed below. Absence transmits your personal data to the following processors:

- Data Centers and IT Service Providers
- Hosting, backup and database service providers
- SaaS applications for marketing and sales administration, communication,
- Bookkeeping
- Analysis and marketing services
- Advertising agencies and service providers
- Communication service provider

These service providers only have access to your data to the extent necessary for the performance of their tasks. These service providers are obliged to process your data in accordance with the data processing agreement concluded by Absence and are subject to Absence's instructions. Details on the data collected, data protection at the processor, company, deletion periods, locations can be found below after this table.

Name	Provider	Third country transfer	Purpose	Legal basis	Appropriate safeguards
Google Marketing Platform	Google Ireland Ltd.	USA	Marketing / Tracking	Art. 6 Abs. 1 S. 1 lit. a GDPR	https://business.safety.google/gdpr/
Google AdSense	Google Ireland Ltd.	USA	Marketing / Tracking	Art. 6 Abs. 1 S. 1 lit. a GDPR	https://business.safety.google/gdpr/
Google AdWords	Google Ireland Ltd.	USA	Marketing / Tracking	Art. 6 Abs. 1 S. 1 lit. a GDPR	https://business.safety.google/gdpr/
Google Analytics	Google Ireland Ltd.	USA	Tracking	Art. 6 Abs. 1 S. 1 lit. a GDPR	https://business.safety.google/gdpr/
Google Tag Manager	Google Ireland Ltd.	USA	Marketing / Tracking	Art. 6 Abs. 1 S. 1 lit. a GDPR	https://business.safety.google/gdpr/
Google Optimize	Google Ireland Ltd.	USA	Marketing / Tracking	Art. 6 Abs. 1 S. 1 lit. a GDPR	https://business.safety.google/gdpr/

HubSpot	Hubspot, Inc.	USA	Marketing / CRM	Art. 6 Abs. 1 S. 1 lit. a GDPR	https://legal.hubspot.com/dpa
LinkedIn	LinkedIn Ireland Unlimited Company	USA	Social Media, Conversion Tracking (Pixel)	Art. 6 Abs. 1 S. 1 lit. a GDPR	https://www.linkedin.com/legal//dpa
YouTube	YouTube LLC.	USA	Embedding videos	Art. 6 Abs. 1 S. 1 lit. a GDPR	https://business.safety.google/gdpr/
Font Awesome	Fonticons, Inc.	USA	Website presentation	Art. 6 Abs. 1 S. 1 lit. a GDPR	https://fontawesome.com/privacy
Calendly	Calendly LLC.	USA	Appointment	Art. 6 Abs. 1 S. 1 lit. a GDPR	https://calendly.com/de/dpa/
Usercentrics	www.usercentrics.de	Germany	Cookie-Banner	Art. 6 Abs. 1 S. 1 lit. f GDPR	https://usercentrics.com/privacy-policy/
Trustpilot	Trustpilot A/S	Denmark	Reviews of our service	Art. 6 Abs. 1 S. 1 lit. f GDPR	https://de.legal.trustpilot.com/for-businesses/business-privacy-policy
Crazy Egg	Crazy Egg Inc.	USA	Tracking-Tool	Art. 6 Abs. 1 S. 1 lit. a GDPR	http://www.crazyegg.com/privacy

1. Details of service providers listed above

LinkedIn pixel

absence.io uses the LinkedIn pixel for the purpose of conversion tracking and remarketing and thus for the more efficient control of advertising campaigns on LinkedIn. Due to the use of the LinkedIn pixel on our website, your browser automatically establishes a direct connection to the LinkedIn server. We have no influence on the scope and further use of the data collected by LinkedIn through the use of this tool. We only receive statistical evaluations from LinkedIn. Based on these evaluations, we can see which of the advertising measures used are particularly effective. We do not receive any further data from the use of the advertising media, in particular we cannot identify the users on the basis of this information. In addition, LinkedIn uses the information collected by the pixel to create suitable target groups for our advertising campaigns (remarketing). As a result, our advertisements can be displayed to you after visiting our website when you continue to use the Internet. This is done by the cookies stored in your

browser, which are used by LinkedIn to record and evaluate your usage behavior when you visit various websites.

Personal Data collected: Cookie and Usage Data. The legal basis for the use of the LinkedIn pixel is Art. 6 para. 1 sentence 1 lit. a GDPR (consent). You can change your cookie settings at any time. Place of processing: USA.

Third party contact details: LinkedIn Ireland Unlimited Company, Wilton Place, Dublin 2, Ireland. For more information on data protection at Facebook, please refer to the provider's privacy policy: <https://www.linkedin.com/legal/privacy-policy>.

Usercentrics Consent Management Platform

Description of the service

This is a consent management service. Usercentrics GmbH is used on the website as a processor for the purpose of consent management.

Processing company: Usercentrics GmbH

Sendlinger Str. 7, 80331 Munich, Germany

Data protection officer of the processing company

Below you will find the e-mail address of the data protection officer of the processing company.

datenschutz@usercentrics.com

Purposes of data processing

Compliance with legal obligations

Storage of consents

Technologies used

Local storage

Pixel

Data collected

Opt-in and opt-out data

Referring URL

User Agent

User Settings

Consent-ID

Time of consent

Type of consent

Version of the template

Language of the banner

IP address

Legal basis

The following are the necessary legal bases for the processing of the data.

Art. 6 Abs. 1 S. 1 lit. c GDPR

Place of processing: European Union

Retention period: The retention period is the period of time during which the collected data is stored for the purposes of processing. The data must be deleted as soon as they are no longer needed for the stated processing purposes.

The consent data (consent given and revocation of consent) will be stored for one year. Thereafter, the data will be deleted immediately.

Data recipient

www.usercentrics.de

Click here to read the data processor's privacy policy

<https://usercentrics.com/privacy-policy/>

Crazy Egg

Our website uses tracking by Crazy Egg (Crazy Egg Inc., 16220 E. Ridgeview Lane, La Mirada, CA 90638, USA) to record randomly selected individual visits (only with anonymized IP address). This tracking tool uses cookies to evaluate how you use the website (e.g. which content is clicked on). For this purpose, a usage profile is displayed visually. When using the tool, user profiles are created using pseudonyms. The legal basis for data processing is Art. 6 para. 1 lit. a GDPR (consent). You can change your cookie settings at any time here and revoke your consent without giving reasons. Further information on data protection at [CrazyEgg.com](http://www.crazyegg.com) can be found under <http://www.crazyegg.com/privacy>.

Fontawesome

Description of the service

This is a font and icon toolkit service.

Manufacturing company

Fonticons. Inc.

6 Porter Road, Apartment 3R, Cambridge, MA 02140, United States of America

Data protection officer of the processing company

Below you will find the e-mail address of the data protection officer of the processing company.

privacy@fontawesome.com

Data Purposes

This list represents the purposes of data collection and processing.

Font Deployment

Data collected

This list contains all (personal) data collected through the use of this service.

IP address

Referring URL

Legal basis

The following are the necessary legal bases for the processing of the data.

Art. 6 Abs. 1 S. 1 lit. f GDPR

Place of processing

This is the primary place where the collected data is processed. If the data is also processed in other countries, you will be informed separately.

United States of America

Retention period

The retention period is the period of time during which the collected data is stored for the purposes of processing. The data must be deleted as soon as they are no longer needed for the stated processing purposes.

The data will be deleted as soon as they are no longer required for the purposes of processing.

Transfer to third countries

This service may transfer the collected data to another country. Please note that this service may transfer the data to a country without the required data protection standards. If the data is transferred to the USA, there is a risk that your data will be processed by US authorities for control and monitoring measures, possibly without legal remedy. Below you will find a list of countries to which the data will be transferred. For more information about the security measures, please refer to the privacy policy of the website provider or contact the website provider directly.

United States of America

Data recipient

The recipients of the collected data are listed below.

Fonticons. Inc.

[Click here to read the data processor's privacy policy](#)

<https://fontawesome.com/privacy>

Storage Information

Maximum age of cookie storage: 2 years

Google Tag Manager

Description of the service

This is a tag management system. Via Google Tag Manager, tags can be integrated centrally via a user interface. Tags are small chunks of code that can track activity. The Google Tag Manager integrates script codes from other tools. The Tag Manager can be used to control when a particular tag is triggered.

Manufacturing company

Google Ireland Limited

Google Building Gordon House, 4 Barrow St, Dublin, D04 E5W5, Irland

Data protection officer of the processing company

Below you will find the e-mail address of the data protection officer of the processing company.

https://support.google.com/policies/contact/general_privacy_form

Data Purposes

This list contains the purposes of data collection and processing.

Tag Management

Technologies used

This list contains all technologies that this service uses for data collection. Typical technologies are cookies and pixels that are placed in the browser.

Website-Tags

Data collected

This list contains all (personal) data collected by or through the use of this service.

Aggregated tag firing data

Legal basis

The following are the necessary legal bases for the processing of the data.

Art. 6 Abs. 1 S. 1 lit. c GDPR

Place of processing

This is the primary place where the collected data is processed. If the data is also processed in other countries, you will be informed separately.

European Union

Retention period

The retention period is the period of time during which the collected data is stored for the purposes of processing. The data must be deleted as soon as they are no longer needed for the stated processing purposes.

The data will be deleted as soon as they are no longer required for the purposes of processing.

Transfer to third countries

This service may transfer the collected data to another country. Please note that this service may transfer the data to a country without the required data protection standards. If the data is transferred to the USA, there is a risk that your data will be processed by US authorities for control and monitoring measures, possibly without legal remedy. Below you will find a list of countries to which the data will be transferred. For more information about the security measures, please refer to the privacy policy of the website provider or contact the website provider directly.

United States of America

Singapore

Taiwan

Chile

Data recipient

The recipients of the collected data are listed below.

Alphabet Inc. und Google LLC, Google Ireland Limited

Click here to read the data processor's privacy policy

<https://policies.google.com/privacy?hl=en>

Click here to read the data processor's cookie policy

<https://policies.google.com/technologies/cookies?hl=en>

YouTube Video

Description of the service

This is a video player service.

Manufacturing company

Google Ireland Limited

Google Building Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland

Data protection officer of the processing company

Below you will find the e-mail address of the data protection officer of the processing company.

https://support.google.com/policies/contact/general_privacy_form

Data Purposes

This list represents the purposes of data collection and processing.

Display of videos

Technologies used

This list represents all technologies that this service uses for data collection. Typical technologies are cookies and pixels that are placed in the browser.

Cookies (if privacy-friendly mode is not enabled)

Data collected

This list contains all (personal) data collected by or through the use of this service.

Device Information

IP address

Referring URL

Retrieved videos

Legal basis

The following are the necessary legal bases for the processing of the data.

Art. 6 Abs. 1 S. 1 lit. a GDPR

Place of processing

This is the primary place where the collected data is processed. If the data is also processed in other countries, you will be informed separately.

European Union

Retention period

The retention period is the period of time during which the collected data is stored for the purposes of processing. The data must be deleted as soon as they are no longer needed for the stated processing purposes.

The data will be deleted as soon as they are no longer required for the purposes of processing.

Transfer to third countries

This service may transfer the collected data to another country. Please note that this service may transfer the data to a country without the required data protection standards. If the data is transferred to the USA, there is a risk that your data will be processed by US authorities for control and monitoring measures, possibly without legal remedy. Below you will find a list of countries to which the data will be transferred. For more information about security measures, please refer to the website provider's privacy policy or contact the website provider directly.

Data recipients

The recipients of the collected data are listed below.

Alphabet Inc.

Google LLC

Google Ireland Limited

Click here to read the data processor's privacy policy

<https://policies.google.com/privacy?hl=en>

Click here to read the data processor's cookie policy

<https://policies.google.com/technologies/cookies?hl=en>

Click here to opt out of this data processor for all domains

<https://safety.google/privacy/privacy-controls/>

Storage Information

Maximum age of cookie storage: 10 years

Stored Information

Name: PREF; This cookie stores your preferences and other information, in particular the preferred language, how many search results you want to display on your page and whether or not you want Google's SafeSearch filter enabled; Type: Cookie; Duration: 10 years;

Name: VISITOR_INFO1_LIVE; This cookie measures your bandwidth to determine whether you are getting the new or old player interface; Type: Cookie; Duration: 6 months;

Name: use_hitbox; This cookie increases the counter for the views of the YouTube video; Type: Cookie; Duration: session;

Name: YSC; This cookie is set on pages with embedded YouTube videos; Type: Cookie; Duration: session;

Google-Analytics

Google Analytics is the standard solution for website tracking. For operational reasons in marketing and sales, it is difficult for us to part with this tool. Even though, as a German company that pays close attention to data protection and data security, this is a matter close to our hearts. We always look at options and evaluate them according to data protection aspects and use them instead of Google Analytics as soon as possible.

For the time being, we would like to inform you about the purpose and extent to which we use Google Analytics. We would also like to point out an opt-out option that prevents us from collecting data from our website and product users via Google Analytics. We would also like to point out that we use google anonymization to keep us data minimized (<https://support.google.com/analytics/answer/2763052?hl=de>).

Purpose: Tracking website usage. Such as the duration of the session in the browser and on the subpages to completion by specifying the means of payment in the product.

Data collected: Pseudonymized IP address. Creating an anonymous user ID for tracking. Duration of session on a page. Completion of certain events in the pages on settings for payment methods as well as prices and product offer.

Opt Out: Google offers a browser plugin that blocks all traffic to Google Analytics. This can be found here (<https://support.google.com/analytics/answer/181881?hl=en>) and installed here (<https://chrome.google.com/webstore/detail/google-analytics-opt-out/flloajicojecljbmefodhfapmkghcbnh?hl=en>).

You can prevent the collection and processing of your personal data by Google by preventing third-party cookies from being stored on your computer, by using the Do Not Track function of a supporting browser, by disabling the execution of script code in your browser or by installing a script blocker such as NoScript (<https://noscript.net>) or Ghostery (<https://www.ghostery.com>) in your browser.

You can find more information on how to object to and remove Google at: <https://policies.google.com/privacy?gl=DE&hl=de>.

You can also prevent the collection of data generated by the cookie and related to your use of the online presence (including your IP address) to Google and the processing of this data by Google by downloading and installing the browser plugin available at the following link: <https://tools.google.com/dlpage/gaoptout?hl=de>.

You can deactivate the use of your personal data by Google using the following link: <https://adssettings.google.de>.

Deletion requests: According to DSGVO Art. 17, we are obliged to delete all personal data collected and processed on our behalf by processors upon request. Please write a request to our support (support@absence.io) and we will take care of it.

1. scope of the processing of personal data

We use Google Analytics (Universal Analytics), Google Analytics Remarketing, Google Ads, Google Tag Manager and Google Shopping (Google Merchant Center), all web analytics services provided by Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland (hereinafter: Google).

Google Analytics (Universal Analytics) examines, among other things, the origin of visitors, the time they spend on individual pages and the use of search engines, thus allowing better monitoring of the success of advertising campaigns. Google sets a cookie on your computer. This allows personal data to be stored and analyzed, including: - The user's activity (in particular which pages have been visited and which elements have been clicked on), device and browser information (in particular the IP address and operating system), data about the advertisements displayed (in particular which advertisements were displayed and whether the user clicked on them) and data from advertising partners (in particular pseudonymized user IDs).

We use Google Analytics (Universal Analytics) to analyze your use of our online presence, to compile reports on your activities and to provide other services related to the use of our online presence and the internet.

services associated with the use of our online presence and internet usage.

In addition, we use Google Analytics Remarketing, whereby the data collected and evaluated about you is used to play targeted advertising to you. To use this service from Google, we also merge the data with our Google Ads or Display & Video 360 accounts. Google Ads and Display & Video 360 are also provided by Google.

We have requested the anonymization of IP addresses, which means that Google shortens your IP address as promptly as technically possible. Only in exceptional cases will your full IP address be transferred to a Google server in the USA and shortened there.

Your personal data will also be transmitted to the servers of Google LLC based in the USA.

For more information on the processing of data by Google, please click here:

<https://policies.google.com/privacy?gl=DE&hl=en>

2. purpose of data processing

The use of Google Analytics (Universal Analytics) including Google Analytics Remarketing serves us to evaluate the use of our online presence as well as the targeted playout of advertising, to the people who have already expressed an initial interest through their page visit.

Legal basis for the processing of personal data

The legal basis for the processing of the users' personal data is, in principle, the user's consent in accordance with Art. 6 (1) sentence 1 lit. a DSGVO.

The legal basis for the transfer of the users' personal data to a third country is the user's consent in accordance with Art. 49 para. 1 lit. a DSGVO.

4 Duration of storage

Your personal information will be stored for as long as necessary to fulfil the purposes described in this Privacy Policy or as required by law e.g. for tax and accounting purposes. Advertising data in server logs will be anonymised by Google deleting parts of the IP address and cookie information after 9 and 18 months respectively.

5. revocation, objection and removal options

You have the right to revoke your data protection consent at any time. The revocation of consent does not affect the lawfulness of the processing carried out on the basis of the consent until the revocation.

You can prevent the collection as well as the processing of your personal data by Google by preventing third-party cookies from being stored on your computer, by using the Do Not Track function of a supporting browser, by deactivating the execution of script code in your browser or by installing a script blocker such as NoScript (<https://noscript.net>) or Ghostery (<https://www.ghostery.com>) in your browser.

You can find more information on how to object to and remove Google at:
<https://policies.google.com/privacy?gl=DE&hl=en>.

You can also prevent the collection of data generated by the cookie and related to your use of the online presence (incl. your IP address) to Google as well as the processing of this data by Google by downloading and installing the browser plugin available at the following link:
<https://tools.google.com/dlpage/gaoptout?hl=de>.

You can deactivate the use of your personal data by Google using the following link:
<https://adssettings.google.de>

Description of the service

This is a web analytics service. This allows users to measure the return on investment (ROI) of advertising and track user behavior with Flash, video, websites and applications.

Manufacturing company

Google Ireland Limited

Google Building Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland

Data protection officer of the processing company

Below you will find the e-mail address of the data protection officer of the processing company.

https://support.google.com/policies/contact/general_privacy_form

Data Purposes

This list contains the purposes of data collection and processing.

Marketing

Analytics

Technologies used - This list represents all technologies that this service uses for data collection. Typical technologies are cookies and pixels that are placed in the browser.

Cookies

Pixel

JavaScript

Device fingerprinting

Data collected

This list contains all (personal) data collected through the use of this service.

Click path

Date and time of visit

Device Information

Location Information

IP address

Pages visited

Referring URL

Browser Information

Hostname

Language of the browser

Type of browser

Screen resolution

Operating system of the device

Interaktionsdaten

User behavior

Visited URL

Legal basis

The following are the necessary legal bases for the processing of the data.

Art. 6 Abs. 1 S. 1 lit. a GDPR

Place of processing

This is the primary place where the collected data is processed. If the data is also processed in other countries, you will be informed separately.

European Union

Retention period

The retention period is the period of time during which the collected data is stored for the purposes of processing. The data must be deleted as soon as they are no longer needed for the stated processing purposes.

The retention period depends on the type of data stored. Each customer can choose how long Google Analytics keeps the data before it is automatically deleted.

Transfer to third countries

This service may transfer the collected data to another country. Please note that this service may transfer the data to a country without the required data protection standards. If the data is transferred to the United States, there is a risk that your data may be processed by US authorities for control and monitoring purposes, possibly without remedy. Below you will find a list of countries to which the data will be transferred. For more information about the security measures, please refer to the privacy policy of the website provider or contact the website provider directly.

United States of America

Singapore

Chile

Taiwan

Data recipient

The recipients of the collected data are listed below.

Google Ireland Limited, Alphabet Inc. und Google LLC

[Click here to read the data processor's privacy policy](#)

<https://policies.google.com/privacy?hl=en>

Click here to read the data processor's cookie policy

<https://policies.google.com/technologies/cookies?hl=en>

Click here to opt out of this data processor for all domains

<https://tools.google.com/dlpage/gaoptout?hl=de>

Storage Information

Maximum age of cookie storage: 2 years

Stored Information

Name: `_ga`; This is used to distinguish users; Type: Cookie; Duration: 2 years;

Name: `_gid`; This is used to distinguish users; Type: Cookie; Duration: 1 day;

Name: `_gat_gtag_xxx`; This is used to distinguish users; Type: Cookie; Duration: 1 minute;

Name: `_gac_xx`; This includes information about which ad was clicked; Type: Cookie; Duration: 2 months, 29 days;

Ads by Google Analytics

Description of the service

This is a web analytics and advertising service.

Manufacturing company

Google Ireland Limited

Google Building Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland

Data protection officer of the processing company

Below you will find the e-mail address of the data protection officer of the processing company.

<https://support.google.com/policies/troubleshooter/7575787?hl=en>

Data Purposes

This list represents the purposes of data collection and processing.

Advertising

Analytics

Marketing

Remarketing

Reporting

Technologies used

This list shows all the technologies that this service uses for data collection. Typical technologies are cookies and pixels that are placed in the browser.

Cookies

Data collected

This list contains all (personal) data collected by or through the use of this service.

Ads viewed

Browser Information

Click path

Cookie-ID

Date and time of visit

Operating system of the device

Geographic location

IP address

Screen resolution

Keywords

Usage

User interaction data

Websites visited

Pages accessed

Legal basis

The following are the necessary legal bases for the processing of the data.

Art. 6 Abs. 1 S. 1 lit. a GDPR

Place of processing

This is the primary place where the collected data is processed. If the data is also processed in other countries, you will be informed separately.

European Union

Retention period

The retention period is the period of time during which the collected data is stored for the purposes of processing. The data must be deleted as soon as they are no longer needed for the stated processing purposes.

The data will be deleted as soon as they are no longer required for the purposes of processing.

Transfer to third countries

This service may transfer the collected data to another country. Please note that this service may transfer the data to a country without the required data protection standards. If the data is transferred to the USA, there is a risk that your data will be processed by US authorities for control and monitoring measures, possibly without legal remedy. Below you will find a list of countries to which the data will be transferred. For more information about the security measures, please refer to the privacy policy of the website provider or contact the website provider directly.

United States of America

Singapore

Chile

Taiwan

Data recipient

The recipients of the collected data are listed below.

Google LLC

Google Ireland Limited

Alphabet Inc.

Click here to read the data processor's privacy policy

<https://policies.google.com/privacy?hl=en>

Click here to read the data processor's cookie policy

<https://policies.google.com/technologies/cookies?hl=en>

Click here to opt out of this data processor for all domains

<https://safety.google/privacy/privacy-controls/>

Storage Information

Maximum age of cookie storage: 1 year

Stored Information

Name: __utmoz; This cookie stores information about the source (from which other website or advertisement) a user last came to the website; Type: Cookie; Duration: 6 months;

Name: IDE; Contains a randomly generated user ID. This ID allows Google to recognize the user across different websites and display personalized advertising; Type: Cookie; Duration: 1 year;

Google Optimize

Description of the service

This is a website optimization and analysis service. He helps online marketers and webmasters increase conversion rates and overall visitor satisfaction by testing different combinations of website content. This allows the user to perform A/B tests on his website. A/B tests make it possible to play off different design options of elements of a website against each other.

Manufacturing company

Google Ireland Limited

Google Building Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland

Data protection officer of the processing company

Below you will find the e-mail address of the data protection officer of the processing company.

<https://support.google.com/policies/troubleshooter/7575787?hl=en>

Data Purposes

This list represents the purposes of data collection and processing.

Optimisation

Improvement of the service

Examination

Technologies used

This list contains all technologies that this service uses for data collection. Typical technologies are cookies and pixels that are placed in the browser.

Cookies

Data collected

This list contains all (personal) data collected by or through the use of this service.

Anonymized IP address

User behavior

Browser Type

Version des Browsers

Operating system of the device

Type

URL

Path of the visitor on the website

Referrer URL

Geographic location

Legal basis

The following are the necessary legal bases for the processing of data.

Art. 6 Abs. 1 S. 1 lit. a GDPR

Place of processing

This is the primary place where the collected data is processed. If the data is also processed in other countries, you will be informed separately.

European Union

Retention period

The retention period is the period of time during which the collected data is stored for the purposes of processing. The data must be deleted as soon as they are no longer needed for the stated processing purposes.

The data will be deleted as soon as they are no longer required for the purposes of processing.

Transfer to third countries

This service may transfer the collected data to another country. Please note that this service may transfer the data to a country without the required data protection standards. If the data is transferred to the USA, there is a risk that your data will be processed by US authorities for control and monitoring measures, possibly without legal remedy. Below you will find a list of countries to which the data will be transferred. For more information about the security measures, please refer to the privacy policy of the website provider or contact the website provider directly.

United States of America

Chile

Singapore

Taiwan

Data recipient

The recipients of the collected data are listed below.

Google LLC

Google Ireland Limited

Alphabet Inc.

Click here to read the data processor's privacy policy

<https://policies.google.com/privacy?hl=en>

Click here to read the data processor's cookie policy

<https://policies.google.com/technologies/cookies?hl=en>

Click here to opt out of this data processor for all domains

<https://tools.google.com/dlpage/gaoptout>

Storage Information

Maximum age of cookie storage: 2 months, 29 days

Stored Information

Name: `_gaexp`; This cookie is set to determine the inclusion of a user in an experiment and the course of experiments in which a user has participated.

Type: Cookie; Duration: 2 months, 29 days;

Name: `_opt_utmc`; This cookie stores information about which marketing campaign a user last used to come to the website; Type: Cookie; Duration: 1 day;

Name: `_opt_awcid`; Contains a randomly generated user ID. This ID allows Google to recognize the user across different websites and display personalized advertising; Type: Cookie; Duration: 1 day;

Name: `_opt_awmid`; This cookie is set when a user reaches the website by clicking on a Google ad. It contains information about whose customer account placed the clicked ad; Type: Cookie; Duration: 1 day;

Name: `_opt_awgid`; This cookie is set when a user reaches the website by clicking on a Google ad. It contains information about which advertising campaign the clicked ad belongs to; Type: Cookie; Duration: 1 day;

Name: `_opt_awkid`; This cookie is set when a user reaches the website by clicking on a Google ad. It contains information about the selection criteria according to which the ad was shown, e.g. which keyword was entered into Google; Type: Cookie; Duration: 1 day;

Name: `_opt_expid`; This cookie is created when a redirection experiment is performed. It stores the ID of the experiment, the ID of the variant and the reference to the page to which it is redirected: 10 seconds;

HubSpot

Description of the service

This is a service for marketing, content management, web analytics and search engine optimization.

Manufacturing company

HubSpot, Inc.

25 First Street, 2nd Floor, Cambridge, MA 02141, United States of America

Data Protection Officer of the processing company

Below you will find the e-mail address of the data protection officer of the processing company.

privacy@hubspot.com

Data Purposes

This list represents the purposes of data collection and processing.

Marketing

Statistics

Analytics

Optimization

Data collected

This list contains all (personal) data collected through the use of this service.

Aggregated Usage

Browser Type

Device identifiers

Device model

Operating system of the device

Domain name

Files retrieved

Frequency of use of the mobile application

Geographic location

Internet Service Provider (ISP)

IP address

Duration of the page visit

About the mobile application

OS-Version

Performance data

Referring URL

Time of access or retrieval

Where the application was downloaded from

Clickstream data

Events that occur within the application

Information about navigation

Pages accessed

Legal basis

The following are the necessary legal bases for the processing of the data.

Art. 6 Abs. 1 S. 1 lit. a GDPR

Place of processing

This is the primary place where the collected data is processed. If the data is also processed in other countries, you will be informed separately.

European Union, United States of America

Retention period

The retention period is the period of time during which the collected data is stored for the purposes of processing. The data must be deleted as soon as they are no longer needed for the stated processing purposes.

The data will be deleted as soon as they are no longer required for the purposes of processing.

Transfer to third countries

This service may transfer the collected data to another country. Please note that this service may transfer the data to a country without the required data protection standards. If the data is transferred to the USA, there is a risk that your data will be processed by US authorities for control and monitoring measures, possibly without legal remedy. Below you will find a list of countries to which the data will be transferred. For more information about the security measures, please refer to the privacy policy of the website provider or contact the website provider directly.

United States of America

Data recipient

The recipients of the collected data are listed below.

Service providers

Hubspot-Partner

[Click here to read the data processor's privacy policy](#)



<https://legal.hubspot.com/privacy-policy>

Storage Information

Maximum age of cookie storage: 1 year, 1 month

Stored Information

Name: _hssc; Used to collect information about how visitors use the website. This information helps to improve the website; Type: Cookie; Duration: session;

Name: _hssrc; Used to collect information about how visitors use the website. This information helps to improve the website; Type: Cookie; Duration: Session;

Name: _hstc; Used to collect information about how visitors use the website. This information helps to improve the website; Type: Cookie; Duration: 1 year, 1 month;

Trustpilot

Description of the service

This is a review service. This service collects reviews to get feedback.

Manufacturing company

Trustpilot A/S

Pilestraede 58, 5th floor, .1112 Copenhagen, Denmark

Data protection officer of the processing company

Below you will find the e-mail address of the data protection officer of the processing company.

privacy@trustpilot.com

Data purposes

This list represents the purposes of data collection and processing.

Optimization

Feedback

Customer service

Analytics

Technologies used

This list shows all the technologies that this service uses for data collection. Typical technologies are cookies and pixels that are placed in the browser.

Web-Beacons

Cookies

Data collected

This list contains all (personal) data collected by or through the use of this service.

IP address

Geographic location

Browser Information

Device settings

Time zone

Data entered via forms on the website

Legal basis

The following are the necessary legal bases for the processing of the data.

Art. 6 Abs. 1 S. 1 lit. a GDPR

Place of processing

This is the primary place where the collected data is processed. If the data is also processed in other countries, you will be informed separately.

European Union

Retention period

The retention period is the period of time during which the collected data is stored for the purposes of processing. The data must be deleted as soon as they are no longer needed for the stated processing purposes.

The data will be deleted after deletion of the account.

Data recipient

The recipients of the collected data are listed below.

Trustpilot A/S

Click here to read the data processor's privacy policy

<https://de.legal.trustpilot.com/for-businesses/business-privacy-policy>

1. Duration of storage

Your personal information will be retained for as long as necessary to fulfil the purposes described in this Privacy Policy or as required by law, e.g. for tax and accounting purposes.

2. Transfer to third countries

When using the plugins marked with third country transfer or USA, personal data may be transferred to servers in the USA. The legal basis for this transfer is consent pursuant to Art. 6 para. 1 sentence 1 lit. a GDPR. The United States of America does not provide an adequate level of data protection based on a decision of the European Union. The main risk of the transfer lies in the obligation of the plugin providers to make user data

accessible to American authorities under certain circumstances. There is currently an order processing agreement with all providers with standard contractual clauses in order to make the third country transfer as data protection-friendly and secure as possible. Adjustments to the judgment of the ECJ of 16.07.2020 (Schrems II, Az. C-311/18) including additional safety precautions are currently being sought by us. A copy of the standard contractual clauses can be requested by sending us an informal e-mail.

3. Possibility of revocation and removal

You have the right to revoke your declaration of consent under data protection law at any time. The revocation of consent does not affect the legality of the processing carried out on the basis of the consent until the revocation.

You can prevent the collection and processing of your personal data by the respective providers by preventing the storage of third-party cookies on your computer, using the "Do Not Track" function of a supporting browser, deactivating the execution of script code in your browser or installing a script blocker such as NoScript (<https://noscript.net/>) or Ghostery (<https://www.ghostery.com>) in your browser.

This Privacy Policy has been created with the support of [DataGuard](#).

* For reasons of readability, the generic masculine is used for personal names and personal expressions. All personal designations apply equally to all gender identities in the sense of equal treatment. The shortened language form does not include any evaluation.