

Privacy Policy

www.her-career.com // www.her-career.company / herCAREER Recruitment Services -

In connection with the use (i) of the above-mentioned websites and the functions and services available via these websites, and (ii) of herCAREER recruitment services by candidates¹ and corporate clients, we will process your personal data and store it for the period necessary to fulfil the specified purposes and legal obligations. Below, we provide information on what data is involved, how it is processed and what rights you have in this regard.

In accordance with Article 4(1) of the General Data Protection Regulation (GDPR), personal data is any information relating to an identified or identifiable natural person (hereinafter referred to as the “data subject or user”), such as an email address, name or IP address.

1. Name and contact details of the data controller

This privacy policy applies to (i) data processing on the websites www.her-career.com / www.her-career.company and the functions and services available via these websites, as well as (ii) the use of herCAREER recruitment services by candidates and corporate clients. The data controller is:

messe.rocks GmbH
Purfinger Strasse 10a
85599 Parsdorf, Germany

(hereinafter “**messe.rocks**”)

Email: info@her-career.com
Telephone: +49 89 124 14 63 3-0
Fax: +49 89 124 14 63-199

The Data Protection Officer at messe.rocks can be contacted at the above address and via datenschutz@messerocks.com.

You may contact our Data Protection Officer at any time with questions regarding data protection law or your rights as a data subject, and in particular to:

- access (Art. 15 GDPR),
- rectification (Art. 16 GDPR),
- erasure (Art. 17 GDPR), or
- restriction of processing (Art. 18 GDPR),
- as well as object to the processing of your personal data (Art. 21 GDPR) or
- withdraw consent to processing at any time (Art. 7(3) GDPR).

2. Processing of personal data, purposes and legal bases for processing

a) When visiting the website

Under certain circumstances, you can access the websites www.her-career.com / www.her-career.company without having to disclose any personal details. The browser used on your device simply sends information automatically to our website’s server (e.g. date and time of access, name and URL of the file accessed, browser type and version, website from which access is made (referrer URL)).

This also includes the IP address of your requesting device.

¹ messe.rocks GmbH is committed to gender equality. Where the generic feminine or masculine form is used in this privacy policy, this is done solely to make the text easier to read.

This personal data is processed for technical and administrative purposes relating to establishing and maintaining a connection, in order to ensure the security and functionality of our website and, if necessary, to be able to investigate any unlawful attacks on it.

The legal basis for the processing of this personal data is Article 6(1)(f) of the GDPR. Our legitimate interest arises from the aforementioned security considerations and the necessity of ensuring the uninterrupted provision of our websites.

The data stored in the log file is automatically deleted after 14 days (including backup storage).

In addition, when you visit our websites, we use cookies, including third-party cookies, as well as analytics services. Further details on this can be found in sections 4 and 5 of this privacy policy.

b) When registering for the trade fair / on the portals

You have the option of registering as a visitor via our Ticket Shop for a trade fair or as a user for our portals. For this, we require the following information:

- Title, first name and surname,
- a valid email address,
- postal address and
- your career level

To ensure your (trade fair) registration is processed smoothly and easily, to speed up the resolution of any queries, and to complete your personalised trade fair pass, you may also provide the following additional information:

- title,
- telephone and fax numbers,
- company,
- website,
- industry,
- size,
- how you found out about our trade fair / our offering and
- which areas you are interested in.

If you, on behalf of your company or the company you work for, are interested in exhibiting or offering services at our trade fair or on our portal, we will collect the following (additional) data in the event of a chargeable order:

- Billing address and
- VAT registration number of the company you work for, as well as
- the order number, if requested by the customer.

Data processing is carried out at your request and is necessary for the purposes stated, for the performance of the contract and for the implementation of pre-contractual measures.

This processing of the information you have voluntarily provided is based on Article 6(1)(b) of the GDPR and, following the termination of the contractual relationship, on Article 6(1)(f) of the GDPR.

The personal data we collect as part of your registration for a trade fair is stored by us so that you can easily access this data when you register for a future trade fair. Once the statutory warranty period has expired, the data will be automatically deleted, unless you have consented to further storage in accordance with Article 6(1)(a) of the GDPR or there is a legal obligation to retain the data for a longer period.

When you register on our portals, the data will be retained until you log out or delete your user profile.

c) When you contact us

When you contact us, for example via our contact form, by email or by telephone, we regularly collect the following information:

- Title, first name and surname,
- your email address and telephone number,
- for enquiries from exhibitors and corporate clients regarding herCAREER recruitment services, additionally: the name, address, website and sector of the company you work for, your position, and
- where applicable, information on how you or the company you work for became aware of us and our events, and when and where initial contact was made.

This data is collected

- to check the plausibility of the data entered,
- to fulfil our contractual obligations, and
- to contact you and remain in contact with you.

The legal basis for processing this data is Article 6(1)(b) of the GDPR (performance of a contract and pre-contractual measures) and Article 6(1)(f) of the GDPR (legitimate interest).

The personal data we collect during registration is stored by us to enable us to stay in touch. The data is deleted 5 years after the last contact.

d) Newsletter subscription

If you have subscribed to our newsletter, we use your email address to send you our personalised newsletter on a regular basis. To receive the newsletter, you must provide an email address and select a target group (e.g. (potential) exhibitors / job providers, visitors, job seekers or press).

Further details (e.g. areas of interest, first and last names, and your gender) are optional and are used to tailor the newsletter to your individual needs.

The legal basis for the processing is Article 6(1)(a) of the GDPR (consent).

You can unsubscribe (withdraw your consent) at any time by clicking on the 'Unsubscribe' link at the end of the newsletter. Alternatively, you are welcome to send your request to unsubscribe (withdraw your consent) by email to unsubscribe@her-career.com at any time.

To send the newsletter, we use the service providers listed under section 3 c), to whom we transfer the necessary personal data. The service providers process your personal data on our behalf in order to send the newsletter to you and to evaluate it in an anonymised form. No personalised evaluation takes place.

e) Information on similar products and services for existing customers

If you are an existing customer of ours, we may, even without your consent and in accordance with legal provisions, send you information about similar services we offer to the email address you provided to us in connection with the relevant contract.

The legal basis for the processing is Article 6(1)(f) of the GDPR (our legitimate interest in sending direct marketing) in conjunction with Section 7(3) of the German Unfair Competition Act (UWG).

If you no longer wish to receive information from us regarding similar services, you may object to the use of your email address for this purpose at any time, without incurring any costs other than the transmission costs in accordance with standard rates. To do so, you may click on the "Unsubscribe" link at the end of the relevant email or send your objection at any time by email to unsubscribe@her-career.com.

To send you information on similar products and services, we use the service providers listed under section 3 c), to whom we transfer the necessary personal data. The service providers process your personal data on our behalf in order to send you the information and to evaluate it in an anonymised form. No personalised evaluation takes place.

f) Use of services

You have the option of creating a user profile on our websites and using this user profile to access various (in some cases chargeable) services, such as registering for the trade fair or signing up for our networking service. Depending on the specific service you sign up for, we collect and process different personal data.

- **Personalisation for participation in the visitor badge scan for trade fair visits**

Visitors receive a personalised badge when attending our trade fairs/events. This facilitates communication with the trade fair exhibitors. This trade fair badge, which also serves as an admission ticket, displays your first name, surname, title, job title and, optionally, a company name, and presents this information in a format accessible via a QR code.

In addition, registered visitors have the option to upload further information, letters, certificates and/or other documents to our platform.

This processing of information voluntarily provided by visitors is carried out on the basis of your consent and to fulfil our contractual obligations.

Information uploaded by visitors will be automatically deleted six weeks after the event ends.

- **Interaction between trade fair visitors and exhibitors**

Visitors can share the information and documents stored on our platform with exhibitors, for example, if visitors wish to apply quickly and easily to exhibitors for a vacancy or submit a speculative application.

Once visitors have given their consent, for example by scanning the QR code on their visitor pass, exhibitors can download the data and documents shared by visitors via an app for up to 6 weeks after the end of the event.

By granting authorisation, visitors consent to the specific transfer of their data to the relevant exhibitor and to the processing of that data by the exhibitor. Should visitors wish to withdraw their consent to data processing, they must contact the relevant exhibitor.

g) Use of herCAREER recruitment services

Personal data of candidates

If, as a candidate, you use herCAREER recruitment services outside our online portals, we will process certain information about you in order to be able to offer you tailored employment opportunities. In doing so, we will – solely on the basis of your consent in each individual case – process further information and documents that we receive from you (for example, information in CVs and employment references) and forward them to potential contractual partners (such as potential employers). This information may include your name, age, contact details, information about your education (including certificates and diplomas), your academic qualifications, information about your career to date (such as employment with previous companies and the respective positions held) and information regarding your nationality and residency status.

Unless you give us written authorisation to the contrary after the completion of our placement services, we will (i) return the documents you have provided to us immediately upon completion of our placement services (Section 298(2) sentence 1 of the Social Code Book III – SGB III), (ii) retain the remaining business documents for at least three years following the completion of our placement services (Section 298(2) sentence 2 SGB III) and (iii) delete your personal data upon expiry of this retention obligation (Section 298(2) sentence 4 SGB III).

The legal basis for the processing is your consent in each individual case in accordance with Section 298(1) sentence 2 SGB III and Article 6(1) sentence 1(a) of the GDPR. You may withdraw your consent at any time with effect for the future. If you refuse to give your consent, we cannot place you as a candidate (Section 67(2) sentence 3 of the Social Code Book X – SGB X, Section 298(1) sentence 2 SGB III).

Personal data of (contact persons at) corporate clients

Provided you use herCAREER's recruitment services in the role of a corporate client, we generally process only the categories of personal data specified in section 2 c).

If you personally are our contractual partner, the legal basis for the processing is Article 6(1)(b) of the GDPR (performance of a contract and pre-contractual measures). If you are acting as a contact person for our corporate client, the legal basis for the processing is Article 6(1)(f) of the GDPR (our legitimate interest in fulfilling our contractual obligations towards our corporate client).

In order to fulfil these contractual obligations, it may be necessary for us to involve external service providers or cooperation partners in the recruitment process and to pass on your contact details to them in accordance with section 2(c). Processing by such third parties takes place exclusively within the framework of contractual agreements on data processing in accordance with Article 28 of the GDPR.

h) Regarding photographs and video recordings at our trade fairs

During your visit to our trade fair, we may take, or have third parties take, photographs, audio and/or video recordings (hereinafter "recordings") in connection with the trade fair you are attending, in which you may be recognisable.

The images are used for press and public relations work, editorial reporting and self-promotion, and may be published online for this purpose on our website www.her-career.com, on one of our social media channels (e.g. Facebook, X (formerly Twitter), Xing, Flickr, YouTube, Instagram, LinkedIn, Threads, Pinterest), in our newsletter, on our website, or in printed materials (e.g. on flyers or in our trade fair newspaper).

If you do not wish to be photographed, please let us know in advance. You have the right at any time to object to the processing and publication of your personal images in accordance with Article 21 of the GDPR.

We process recordings on the basis of our legitimate interests pursuant to Article 6(1)(f) of the GDPR. This is necessary for us to promote the events we organise through follow-up reporting. The video recording is required for quality control and to improve the event.

The recordings will be stored for 10 years.

When recordings are published on one of our social media channels, the transfer of recordings to a country outside the EU cannot be ruled out. In such cases, a different level of data protection may apply, particularly for providers not certified under the EU-US Data Privacy Framework (DPF).

i) Call for Papers – Share your Experience

We offer you the opportunity to play an active role in the exhibition programme, sharing your experiences, knowledge and further information with the herCAREER community. You can do this either by applying via the online contact form or at our invitation. We require the following information:

- name,

- email address and
- details of the experiences, knowledge and/or learning curves you are willing to share with others (free text field).

We need your name so that we know who the information comes from. We need your email address so that we can contact you if you are interested in actively participating (e.g. as a speaker) or if we have any further queries. We need the additional information to assess to what extent and in what form you can share your experiences with the herCAREER community and, for example, whether you are suitable as a speaker.

You also have the option to provide additional information:

- company / organisation / university,
- position,
- telephone number,
- information about your career, education, previous positions (free text field) and
- information on which (women's) network(s) / association(s) / initiatives you are active in (free text field).

We use your data to select our speakers and – provided you are participating as a speaker – to announce your participation in the fair's programme both online and offline, and to create and send you your speaker pass. Your email address and telephone number will only be used to coordinate with you and will not be published or passed on to third parties.

This data processing takes place within the framework of the Call for Papers function on the basis of your consent and our legitimate interest. Our legitimate interest lies in particular in enabling other participants at the fair to benefit from the knowledge and experience you have voluntarily shared, thereby increasing the added value of participation for everyone.

Once the statutory warranty period has expired, the data will be automatically deleted, unless you have consented to further storage in accordance with Article 6(1)(a) of the GDPR or there is a legal obligation to retain the data for a longer period.

3. Disclosure of personal data

a) Web hosting

We use the web hosting service WH Serverpark GbR, Im Weiher 10, 69121 Heidelberg (hereinafter "WH Serverpark") to provide our websites.

The provision of a website requires the use of a web hosting service. The use of WH Serverpark is based on Article 6(1)(f) of the GDPR due to our legitimate business interest in making our services available on these websites. In connection with the hosting, WH Serverpark processes personal data on our behalf that is generated when the websites are used.

We have entered into a data processing agreement with WH Serverpark. Through this agreement, the service provider undertakes to process the data in accordance with the General Data Protection Regulation and to ensure the protection of the data subject's rights.

b) Software services

We also rely on the services of index Internet und Mediaforschung GmbH, Zinnowitzer Straße 1, 10115 Berlin (hereinafter "Index") and Eventbrite DE GmbH, Ritterstr. 11, 10969 Berlin (hereinafter "Eventbrite"). Index and Eventbrite act as software service providers on our behalf for the purpose of processing registrations for participation in trade fairs and events. In the course of their work, Index or Eventbrite may become aware of personal data.

We have entered into a data processing agreement with Index and Eventbrite. Under this agreement, Index and Eventbrite undertake to process the data in accordance with the General Data Protection Regulation and to ensure the protection of the data subject's rights.

In the case of Eventbrite, there is a possibility that personal data may be transferred to an Eventbrite server in the USA and stored there.

We have entered into a data processing agreement with Chemistree. Under this agreement, Chemistree undertakes to process the data in accordance with the General Data Protection Regulation and to ensure the protection of the rights of data subjects.

c) Newsletter service provider

To send out our newsletter, we use the following service providers: Sendinblue GmbH, Köpenicker Straße 126, 10179 Berlin (hereinafter "Brevo"), and Positive Group Deutschland GmbH Wentzingerstraße 21, 79106 Freiburg im Breisgau (hereinafter "Rapidmail").

We have concluded a data processing agreement with Sendinblue and Rapidmail regarding the processing of your data for the purpose of sending the newsletter. Through this agreement, Sendinblue and Rapidmail assure us that they process the data in accordance with the General Data Protection Regulation and guarantee the protection of the data subject's rights.

d) IT and event service providers

For our trade fairs, we use the services of FairVerify Event Solutions GmbH, Industriestr. 21-23, 69245 Bammertal (hereinafter: "FairVerify Event Solutions"). FairVerify Event Solutions supports us at our trade fairs as an IT service provider, in particular with the scanning of visitor badges. In the course of its activities, FairVerify Event Solutions may gain access to personal data.

We have entered into a data processing agreement with FairVerify Event Solutions. Through this agreement, FairVerify Event Solutions undertakes to process the data in accordance with the General Data Protection Regulation and to ensure the protection of the rights of data subjects.

e) Potential contractual partners (herCAREER recruitment services)

We pass on candidates' personal data to potential contractual partners (such as potential employers). These parties may only process candidates' personal data for the purpose for which it was lawfully provided to them, or restrict such processing to that purpose (Section 298(1) sentence 3 of SGB III). In individual cases, herCAREER recruitment may additionally commission external persons or service providers to assist with the selection of candidates; these parties also act on behalf of herCAREER recruitment and represent the company in dealings with potential employers. Where we engage a service provider, this is recruitable GmbH, Haydnstrasse 11, 80336 München. We have concluded a data processing agreement with recruitable GmbH, Haydnstrasse 11, 80336 München, in which the service provider undertakes to process personal data in accordance with the General Data Protection Regulation and to ensure the protection of the rights of data subjects. They, too, process personal data exclusively for the contractually agreed purpose, in compliance with data protection regulations.

Conversely, herCAREER recruitment passes on the contact details of the relevant contact persons at relevant corporate clients to the respective candidates.

f) Further

Furthermore, the disclosure of personal data may only be considered if

- you have given your explicit consent in accordance with Article 6(1)(a) of the GDPR,
- this is permitted by law and necessary for the performance of contractual relationships with you in accordance with Article 6(1)(b) of the GDPR,
- in the event that there is a legal obligation to disclose data under Article 6(1)(c) of the GDPR, and

- this is permitted by law and necessary pursuant to Article 6(1)(f) to safeguard our interests or those of third parties.

4. Cookies, including those from third parties (so-called third-party cookies),

We use cookies on our website, including those from third-party providers (so-called third-party cookies); hereinafter, all these technologies are collectively referred to as “cookies”. These are small files that your browser automatically creates and which are stored on your device (laptop, tablet, smartphone, etc.) when you visit our website. Cookies do not cause any damage to your device and do not contain viruses, Trojans or other malware.

Information is stored in the cookie that relates to the specific device used. However, this does not mean that we thereby gain direct knowledge of your identity.

The use of cookies serves, on the one hand, to make the use of our website more convenient for you. For example, we use so-called session cookies to recognise that you have already visited individual pages of our website.

In addition, we also use temporary cookies to improve user-friendliness; these are stored on your device for a specific, predefined period. If you visit our site again to use our services, the system automatically recognises that you have visited us before and recalls the entries and settings you have made, so that you do not have to enter them again.

We also use cookies to collect statistical data on the use of our website and to evaluate this data for the purpose of optimising our offering for you (see sections 5, 6, 7). These cookies enable us to automatically recognise that you have already visited our site when you return. These cookies are automatically deleted after a defined period of time, as specified on www.her-career.com/privacy.

The data processed by cookies is necessary for the aforementioned purposes to safeguard our legitimate interests and those of third parties in accordance with Article 6(1)(f) of the GDPR. Where the cookies are tracking or targeting cookies, we process the relevant data only with your consent, in accordance with Article 6(1)(a) of the GDPR.

Most browsers automatically accept session cookies. However, you can configure your browser so that no cookies are stored on your computer or so that a notification always appears before a new cookie is created. However, completely disabling cookies may mean that you cannot use all the features of our website.

5. The tracking and targeting measures listed below and used by us are only carried out if you have given your consent to this.

We use these tracking measures to ensure that our website is designed to meet your needs and is continuously optimised. We also use these tracking measures to collect statistical data on the use of our website and to optimise our offering for you.

Through the targeting measures used, we aim to ensure that only advertising tailored to your actual or presumed interests is displayed on your devices.

These interests are to be regarded as legitimate within the meaning of the aforementioned provision.

The respective data processing purposes and data categories can be found in the relevant tracking and targeting tools.

a) Google Analytics

We use Google Analytics on our website, a web analytics service provided by Google LLC (1600 Amphitheatre Parkway, Mountain View, CA 94043, USA; hereinafter “Google”). In this context, pseudonymised user profiles are created and cookies (see section 4) are used.

The information generated by the cookie regarding the use of our website (e.g. IP address of the accessing computer, time of access, referrer URL, and information about the browser and operating system used) is generally transmitted to Google's servers in the USA and processed there.

The use of Google Analytics is based on prior consent (Article 6(1)(a) of the GDPR) for the analysis and optimisation of our online offering and the economic operation of this website. Google therefore processes the information on our behalf to evaluate the use of the website, to compile reports on website activity, and to provide us with further services related to website and internet usage for the purposes of market research and the needs-based design of these web pages.

We have concluded a data processing agreement with Google regarding the use of Google Analytics. Through this agreement, Google undertakes to process the data in accordance with the General Data Protection Regulation and to ensure the protection of the data subject's rights.

We only use Google Analytics with IP anonymisation enabled. This means that the IP address of users is truncated by Google within Member States of the European Union or in other signatory states to the Agreement on the European Economic Area. Only in exceptional cases is the full IP address transmitted to a Google server in the USA and truncated there.

We have enabled the advertising features of Google Analytics. This generates reports on target groups, demographic characteristics such as age, gender and interests of site visitors, as well as on our marketing campaigns. The data for this comes from campaigns run via Google services, from Google's interest-based advertising, the Google Display Network, and from visitor data provided by third parties. This does not directly reveal your identity to us. With the help of these reports, we can analyse user behaviour in relation to our online offerings even more effectively and optimise how we target specific audiences.

If you do not wish your user behaviour to be included in these reports, you can deactivate this via the ad settings in your own Google account, for example, or prevent the collection of data by Google Analytics as described below. You can also restrict data collection by not logging into your own Google account when you visit our pages.

We do not use Universal Analytics with User ID, as offered by Google.

Where applicable, the data collected may be transferred to third parties where this is required by law or where third parties process the data on our behalf.

User data collected via cookies is automatically deleted after 14 months.

You can prevent cookies from being installed by adjusting your browser settings accordingly. Please note, however, that in this case you may not be able to make full use of all the features of this website.

You can also prevent the collection of data generated by the cookie and relating to your use of the website (including your IP address), as well as the processing of this data by Google, by downloading and installing a browser add-on (<https://tools.google.com/dlpage/gaoptout?hl=de>).

As an alternative to the browser add-on, particularly for browsers on mobile devices, you can also prevent data collection by Google Analytics by clicking on the following link.

Analytics Opt-Out

An opt-out cookie will be set to prevent the future collection of your data when you visit this website. The opt-out cookie applies only to this browser and only to our website, and is stored on your device. If you delete the cookies in this browser, you will need to set the opt-out cookie again.

Further information on data protection in connection with Google Analytics can be found, for example, in the Google Analytics Help Centre (<https://support.google.com/analytics/answer/6004245>). Information on Google's use of data can be found in their Privacy Policy (<https://policies.google.com/privacy>).

b) Facebook Custom Audience

We use Facebook Custom Audiences provided by Facebook Ireland Limited (4 Grand Canal Square, Dublin 2, Ireland). This is a marketing service offered by Facebook. It enables us to display personalised and interest-based advertising on Facebook to specific groups of pseudonymised visitors to our website who also use Facebook.

A Facebook Custom Audience pixel tag is integrated into our website. This is a JavaScript code that stores non-personal data regarding the use of the website. This includes your IP address, the browser used, and the referring and destination pages. This information is transmitted to Facebook's servers in the USA.

There, an automated check is carried out to determine whether you have a Facebook cookie stored. The Facebook cookie is used to automatically determine whether you belong to the target group relevant to us. If you belong to the target group, you will be shown relevant adverts from us on Facebook.

You can object to the use of the Custom Audiences service on the [Facebook](https://www.facebook.com/ads/website_custom_audiences/) website (https://www.facebook.com/ads/website_custom_audiences/). After logging into your Facebook account, you will be taken to the settings for Facebook adverts.

Further information on data protection at Facebook can be found in [Facebook's Privacy Policy](https://www.facebook.com/privacy/explanation) (<https://www.facebook.com/privacy/explanation>).

6. Social media plugins

We use social media plugins on our website on the basis of Article 6(1)(f) of the GDPR to raise awareness of our company. Some of these are simple links ('static plugins'), which do not result in any automatic exchange of data with the respective social media provider when you visit our website. The underlying advertising purpose is to be regarded as a legitimate interest within the meaning of the GDPR. F

The plugins do not establish a direct connection from the user's browser to the providers' servers. By clicking on the respective plugin, the user is redirected to the provider's website. We have no influence over the processing of personal data on third-party websites.

a) Facebook

We use Facebook social media plugins on our platform to make the user experience more personalised. For this purpose, we use the "LIKE" or "SHARE" button. This is a service provided by the social network Facebook, which is operated by Meta Platforms Ireland Ltd., 4 Grand Canal Square, Dublin 2, Ireland ("Facebook").

The plug-ins are disabled by default and are only activated once you have given us your explicit consent (Article 6(1)(a) of the GDPR in conjunction with Section 25 of the TTDSG). Your consent is obtained via our consent management tool.

Once you have given your consent, your browser establishes a direct connection to Facebook's servers. Facebook thereby receives the information that your browser has accessed the relevant page of our website – even if you do not have a Facebook account or are not logged in there. This information (including your IP address) may be transmitted to Facebook's servers in the USA and stored there.

If you are logged into Facebook, Facebook can associate your visit to our website with your user account.

Please note: Upon activation of the plug-in, data processing takes place under joint responsibility of us and Facebook (Art. 26 GDPR). You can view the key provisions of this agreement at https://www.facebook.com/legal/controller_addendum.

Facebook is certified under the EU-US Data Privacy Framework, ensuring an adequate level of data protection in accordance with Article 45 of the GDPR.

Further information on data processing by Facebook can be found at: <https://www.facebook.com/about/privacy/>

b) LinkedIn

Plugins from the LinkedIn network, operated by LinkedIn Ireland Unlimited Company, Wilton Plaza, Wilton Place, Dublin 2, Ireland (hereinafter: "LinkedIn"), are integrated into our website. You can recognise the LinkedIn plugins by the white "in" on a blue background.

When you visit a page on our website, no connection is established with LinkedIn's servers. If you click on the relevant button, you will be redirected to a LinkedIn webpage. There, you can share our content by clicking again. We have no influence over the processing of personal data on third-party websites.

We have no influence over the handling or the type of data transmitted as a result of you visiting the LinkedIn website. Furthermore, additional data processing operations may be triggered over which we have no control. If you click the LinkedIn button whilst logged into your LinkedIn account, you can link the content of our pages to your LinkedIn profile. This allows LinkedIn to associate the content of our pages with your user account.

Further information on this can be found in [LinkedIn's privacy policy \(https://www.linkedin.com/legal/privacy-policy?trk=hb_ft_priv\)](https://www.linkedin.com/legal/privacy-policy?trk=hb_ft_priv).

c) Instagram

Our website also uses so-called social plugins ("plugins") from Instagram, which is operated by Instagram LLC, 1601 Willow Road, Menlo Park, CA 94025, USA ("Instagram").

The plugins (e.g. identified by the Instagram logo) are disabled by default. They are only activated once you have given your explicit consent in our consent management tool (Art. 6(1)(a) GDPR in conjunction with Section 25(1) TTDSG).

Once activated, your browser establishes a direct connection to Instagram's servers. In doing so, your IP address and, where applicable, further device-related information is transmitted. If you are logged in to Instagram, Instagram can associate your visit to our website with your user account.

Please note that upon activation of the plug-in, data processing takes place under joint responsibility within the meaning of Article 26 of the GDPR between us and Meta (Instagram). The key provisions of this agreement can be found at: https://www.facebook.com/legal/controller_addendum.

Instagram (Meta Platforms, Inc.) is certified under the EU-US Data Privacy Framework. The transfer of personal data to the USA therefore takes place on the basis of an adequacy decision in accordance with Article 45 of the GDPR.

Further information on data processing by Instagram can be found at: <https://help.instagram.com/519522125107875>

d) Pinterest

Our website also uses plug-ins ("plugins") from Pinterest, which is operated by Pinterest Inc., 808 Brannan Street, San Francisco, CA 94103, USA ("Pinterest"). The plugins are marked with a Pinterest logo, for example in the form of a light grey "Pinterest P" on a dark grey background.

When you visit a page on our website, no connection is established with Pinterest's servers. If you click on the relevant button, you will be redirected to a Pinterest webpage. There, you can share our content by clicking again. We have no influence over the handling or nature of the data transmitted when you visit the Pinterest website. Furthermore, additional data processing operations may be triggered over which we have no influence.

Further information on this can be found in [Pinterest's privacy policy \(https://policy.pinterest.com/de/privacy-policy\)](https://policy.pinterest.com/de/privacy-policy).

e) Xing

Plugins from the XING network operated by XING SE, Dammtorstraße 30, 20354 Hamburg, Germany (hereinafter: "XING") are integrated into our website. You can recognise the XING plugins by the green 'X' on a grey background.

When you visit a page on our website, no connection is established with XING's servers. If you click on the relevant button, you will be redirected to a XING webpage. There, you can share our content by clicking again.

We have no influence over the handling or nature of the data transmitted when you visit the XING website. Furthermore, additional data processing operations may be triggered over which we have no influence.

Further information on this can be found in [XING's privacy policy \(https://www.xing.com/privacy\)](https://www.xing.com/privacy).

7. Social login via Facebook Connect

We offer you the option to register or log in to our site using your Facebook account via the "Facebook Connect" service. The provider is Meta Platforms Ireland Ltd., 4 Grand Canal Square, Dublin 2, Ireland ("Facebook").

When you click on the relevant button, you will be redirected to Facebook, where you can log in using your user details. This establishes a connection between your browser and Facebook's servers. By using Facebook Connect, we gain access to certain data stored in your profile (e.g. name, email address, profile picture), depending on your Facebook privacy settings.

Processing takes place exclusively on the basis of your explicit consent in accordance with Article 6(1)(a) of the GDPR. You may withdraw your consent at any time with effect for the future.

Personal data may also be transmitted to Facebook via Facebook Connect. Facebook may use this information, for example, for advertising purposes or market research and combine it with other data. When using Facebook Connect, Facebook may use the transmitted data to create or expand a user profile (profiling) based on automated processes, in particular for the purpose of personalised advertising or market research. This processing is carried out by Facebook under its own responsibility under data protection law. Further information on this can be found in Facebook's privacy policy.

Facebook is certified under the EU-US Data Privacy Framework (DPF). Data is transferred to the US on the basis of the European Commission's adequacy decision pursuant to Article 45 of the GDPR.

Further information on data processing by Facebook in connection with Facebook Connect can be found in Facebook's privacy policy: <https://www.facebook.com/about/privacy/>

8. Data subject rights

You have the right:

- to withdraw your consent at any time with future effect.
- to request information about your personal data processed by us.
- to request the rectification of inaccurate personal data or the completion of your personal data stored by us.
- under certain conditions, to request the erasure or restriction of the processing of your personal data stored by us.
- to receive the personal data you have provided to us in a structured, commonly used and machine-readable format, or to request that it be transferred to another controller.

You also have the right to lodge a complaint with a data protection supervisory authority regarding our processing of your personal data. The data protection supervisory authority responsible for us is:

Bavarian State Office for Data Protection Supervision
Promenade 18
91522 Ansbach
Tel: +49 981 1800930
Fax: +49 981 180093 800
Email: poststelle@lda-bayern.de

9. Information regarding your right to object under Article 21 of the GDPR

You have the right to object at any time, on grounds relating to your particular situation, to the processing of personal data concerning you which is carried out on the basis of Article 6(1)(f) GDPR (data processing based on a balancing of interests); this also applies to profiling based on this provision under Article 4(4) GDPR.

If you object, we will no longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms, or the processing serves to establish, exercise or defend legal claims.

If your objection relates to the processing of data for the purposes of direct marketing, we will cease processing immediately. In this case, it is not necessary to specify a particular situation. This also applies to profiling insofar as it is related to such direct marketing.

If you wish to exercise your right to object, simply send an email to datenschutz@messerocks.com

10. Data security

All data you provide personally is transmitted in encrypted form using the standard and secure TLS (Transport Layer Security) protocol. TLS is a secure and proven standard that is also used, for example, in online banking. You can recognise a secure TLS connection, amongst other things, by the 's' appended to 'http' (i.e. https://..) in your browser's address bar or by the padlock icon at the bottom of your browser.

We also employ appropriate technical and organisational security measures to protect your data against accidental or deliberate manipulation, partial or complete loss, destruction or unauthorised access by third parties. Our security measures are continuously improved in line with technological developments.

11. Updates and changes to this privacy policy

It may become necessary to amend this privacy policy as a result of further developments to our website and the services offered through it, or due to changes in legal or regulatory requirements. You can view and print the current version of the privacy policy at any time on our website at www.her-career.com/DPI.