

netfiles

Data Privacy Policy

The protection of your privacy when processing personal data is an important concern for us. When you visit our website, our web servers store the IP address of your Internet service provider, the website from which you visit us, the pages you visit on our website and the date and duration of your visit. This information is required for proper technical transmission of the web pages and secure server operation. We do not perform any user-based analysis of this data.

This data protection declaration applies to the netfiles information and advertising pages and contact forms. The netfiles web applications are additionally subject to the strict regulations according to Art. 28 and 29 of the EU General Data Protection Regulation (GDPR).

Data you provide us via a contact form will be stored on our servers as part of data backup. Your data will only be used by us to process your request. Your data will be treated as strictly confidential. Data will not be passed on to third parties.

Responsible entity

netfiles GmbH

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Personal data

Personal data is data about your person. This includes your name, address and e-mail address. You are not required to reveal any personal data to us in order to visit our website. In some cases we do however need your name, address and further information to be able to provide the requested service.

This also applies if we supply you with information you requested or if we answer your enquiries. In such cases we will always point this out to you. Only data you have transmitted to us automatically or voluntarily will be stored.

If you use one of our services, we usually only collect data necessary to be able to provide you with the requested service. We may ask you for further information, but their provision is voluntarily. Whenever we process personal data, we do so to provide you with our services or to pursue our commercial goals.

Cookies

netfiles GmbH uses cookies on its information and advertising pages to optimize its online advertising. These cookies are used exclusively on our information and advertising pages and not within the netfiles application.

When you visit our website, we only store information on your computer in the form of cookies after you have given your consent. Cookies are small files that are transferred from an Internet server to your browser and stored on your hard drive. Only the Internet protocol address is stored - no personal data. The information stored in cookies allows us to automatically recognize you next time you visit our website, which simplifies your use of our services.

You can also visit our website without accepting cookies. If you disable the use of cookies, there may be limitations in the use of certain areas of our website.

Matomo (former Piwik) - Web analysis

netfiles GmbH uses the open source software Matomo (Piwik) for the statistical analysis of user access to the netfiles information and advertising pages. Matomo uses cookies for this analysis. These cookies are also only set or stored if you explicitly consent to this when you first visit our website. The information generated by the cookies, such as time, location and frequency of your visits to the website, together with your IP address, is transmitted to our Matomo server and stored there. Your IP address will be anonymized during this process and cannot be linked to any individual user. The information generated by the cookie about your use of this website will not be passed on to third parties.

Google Tag Manager

This website uses Google Tag Manager. The Tag Manager does not collect any personal data. The tool triggers other tags, which in turn may collect data. Google Tag Manager does not access this data. If deactivation has been made at the domain or cookie level, it will remain in effect for all tracking tags implemented with Google Tag Manager. Google's privacy policy for this tool can be found here: <https://www.google.de/tagmanager/use-policy.html>

Google AdWords Conversion

This website uses tools for "online marketing" from Google Inc. 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA. This enables us to identify that a visitor has come across our website via a Google ad. Google uses cookies which are stored on your computer and allow an analysis of the use of the website. The cookies for so-called conversion tracking are set when you click on an ad placed by Google. These cookies expire after 30 days and are not used for personal identification.

Microsoft Bing Ads

On our pages we use the Conversion Tracking of Microsoft Corporation, One Microsoft Way, Redmond, WA 98052-6399, USA. Microsoft Bing Ads will place a cookie on your computer if you access our website via a Microsoft Bing ad. This allows Microsoft Bing and netfiles to identify if someone has clicked on an ad, has been redirected to our website and has reached a previously defined target page (conversion page). We only see the total number of users who clicked on a Bing ad and were then redirected to the conversion page. No personal information about the user is disclosed.

Bing Universal Event Tracking (UET)

On our website, data is collected and stored using Bing Ads technologies, from which user profiles are created using pseudonyms. This is a service of Microsoft Corporation, One Microsoft Way, Redmond, WA 98052-6399, USA. This service enables us to track the activities of users on our website when they come to our website via ads from Bing Ads. If you access our website via such an advertisement, a cookie is placed on your computer. A Bing UET tag is integrated on our website. This is a code used in connection with the cookie to store some non-personal data about the use of the website. This includes the time spent on the website, which areas of the website were accessed and via which display ads the users accessed the website. No information about your identity is collected.

The information collected is transmitted to Microsoft servers in the United States and stored there for a maximum of 180 days. You can prevent the collection of data generated by the cookie and related to your use of the website and the processing of this data by deactivating the setting of cookies. This may however restrict the functionality of the website.

In addition, Microsoft may be able to track your usage across multiple electronic devices through cross-device tracking, enabling you to display personalized advertising on or in Microsoft Web pages and apps. You can disable this behavior at <http://choice.microsoft.com/de-de/opt-out>

For more information on Bing Ads' analytics services, please visit the Bing Ads website (<https://help.bingads.microsoft.com/#apex/3/de/53056/2>). For more information about Microsoft and Bing's privacy practices, please see Microsoft's privacy policy (<https://privacy.microsoft.com/de-de/privacystatement>).

Data protection for applications and in the application process

We process personal data about you for the purpose of your application for an employment relationship, insofar as this is necessary for the decision to establish an employment relationship with us. The legal basis is § 26 Paragraph 1 in conjunction with Paragraph 8 Sentence 2 BDSG. This includes general information about you (such as your name, address and contact details), information about your professional qualifications and schooling or information about professional training or other information you provide us in connection with your application.

Furthermore, we may process personal data about you insofar as this is necessary to defend against legal claims asserted against us in the application process. The legal basis for this is Art. 6 Paragraph 1, Letter f GDPR; the legitimate interest is, for example, a duty of proof in proceedings under the General Equal Treatment Act (AGG).

Insofar as an employment relationship exists between you and us, we may process the personal data already received from you for the purposes of the employment relationship in accordance with Section 26 (1) BDSG if this is necessary for the performance or termination of the employment relationship or for exercising or fulfilling the rights and obligations of the employees' representation of interests resulting from a law or collective agreement (collective agreement).

We store your personal data as long as this is necessary to make a decision on your application. If an employment relationship between you and us does not materialize, we may also further store data up to 6 months, insofar as this is necessary to defend against possible legal claims. Immediate deletion is then precluded by Art. 17 (3) (e) GDPR (DSGVO).

Security

We have taken technical and administrative security precautions to protect your personal data against loss, destruction, manipulation and unauthorized access. All our employees and subcontractors are contractually obliged to comply with current data protection laws.

Whenever we collect and process personal data, it is encrypted before it is transmitted. This means that your data is protected against interception by third parties. Our security precautions are subject to a

continuous improvement process and our data protection declarations are constantly revised accordingly. Please make sure you always refer to the current version.

Rights of individuals affected

Please do not hesitate to contact us if you would like to know which personal data we store about you or if you wish to have it corrected or deleted. Furthermore, you have the right to restrict processing (Art. 18 DSGVO), a right of objection to processing (Art. 21 DSGVO) and the right to data transferability (Art. 20 DSGVO). In these cases, please contact us directly.

Changes to this Privacy Policy

We reserve the right to change this privacy policy to reflect changes in technology or legal requirements. Please ensure you always refer to the current version. Critical changes to this privacy policy, will be posted on our website.

All interested parties and visitors of our website can contact us on data protection issues:

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