

PRIVACY NOTICES

IN THE CONTEXT OF EXECUTIVE SEARCH SERVICES IN ACCORDANCE WITH ARTICLE 13 GDPR, 14 GDPR

To whom it may concern

We attach great importance to protecting your data. In the following, we would like to inform you about the purposes for which Heads! International GmbH & Co. KG processes your personal data.

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WE PROCESS THE FOLLOWING SOURCES/DATA CATEGORIES

Contact person at client

- Surname, first name
- E-mail address
- Address
- Telephone numbers

PURPOSE AND LEGAL BASIS FOR DATA PROCESSING

The purpose of processing data is to communicate with the contact person at the client in order to fulfil the contract. The legal basis for processing is the legitimate interests of the controller in improving communication with the contact persons at the legal entities (according to Art. 6 para 1 clause 1 lit f GDPR).

DURATION OF PROCESSING

Processing ends as soon as the contract has been executed and no legal retention periods prevent deletion.

TRANSMISSION TO THIRD PARTIES

Contract data may only be passed on to third parties to the extent required for fulfilment of the contract (according to Art. 6 para 1 lit. b GDPR), if it corresponds to an overriding interest in effective performance (according to Art. 6 para 1 lit. f GDPR), if the candidate (m/f/d) has given their consent (according to Art. 6 para 1 lit. a GDPR), or any other legal authorization exists.

TRANSMISSION TO THIRD COUNTRIES

A prerequisite for the transfer of personal data is that the third country guarantees an adequate level of data protection. This requires an adequacy decision by the European Commission. To date, the European Commission has only issued such decisions for certain countries (e.g., Canada, Switzerland, and Argentina) and made corresponding statements. For all other countries, the adequacy of data protection must be assessed on a case-by-case basis.

We use Ezekia – a cloud-based recruiting software and communication platform that is used to process personal data to fulfill out contractual obligations. This usage takes place within the framework of a data processing agreement pursuant to Art. 28 GDPR. Ezekia may engage sub-processors to provide its services. In such cases, it is ensured that these sub-processors either operate within the European Economic Area (EEA) or, where data processing occurs in a third country, that appropriate safeguards are implemented in accordance with Article 44 et seq. GDPR. These safeguards include, in particular, the EU Standard Contractual Clauses or adequacy decisions of the European Commission.

RIGHTS OF AFFECTED PERSONS

Article 13 para 2 of the GDPR provides you with the following rights:

- The right to information (Article 15 GDPR)
- The right to rectification (Article 16 GDPR)
- The right to erasure (Article 17 GDPR)
- The right to restriction of processing (Article 18 GDPR)
- The right to withdraw consent (Article 7 GDPR)
- The right to data portability (Article 20 GDPR)
- The right to lodge a complaint with a supervisory authority (Article 77 GDPR)

THE RIGHT TO OBJECT (ARTICLE 21 OF THE GDPR)

You have the right to object for reasons arising from your particular situation, at any time, against the processing of your personal data in accordance with Article 6 para 1 lit. f GDPR, including profiling based on these provisions. The controller will no longer process your personal data unless he can demonstrate compelling, legitimate grounds for processing that override your interests, rights and freedoms, or the processing is necessary for the establishment, exercise or defence of legal claims.