

# Privacy policy for Xing

We would like to inform you below about the processing of personal data in connection with the use of "Xing".

## Purpose of processing

Hibernian Recruitment GmbH operates this Xing profile in order to present itself to and communicate with Xing users and other interested persons visiting this social-media-profile.

## Responsible

As the operator of this social-media-profile, Hibernian Recruitment GmbH is also the responsible party in the sense of data protection law. This means that Hibernian Recruitment GmbH must also ensure that your data is processed lawfully via this profile and that you can also exercise your rights regarding your data against Hibernian Recruitment GmbH (Art. 26 GDPR).

## Cookies

Data about you may be collected via this social-media-profile through cookies, regardless of whether you have a Xing account or not. Cookies are data packets that mark the user's computers, smartphones and other end devices with a specific identifier. They are regularly stored on the user's terminal device when visiting a Xing page, including this profile. The information stored in the cookies is received, recorded and processed by Xing, in particular when the user visits Xing services and services provided by other companies that use Xing services. In addition, other entities such as Xing partners or even third parties may use cookies on Xing services to provide services to companies advertising on Xing. For more information on Xing use of cookies, please see their cookie policy. Cookies are primarily set in order to display personalized advertising to visitors to Xing websites. This is done by displaying to the user on Xing (i.e. also on the profile) ads from Xing advertising partners whose websites the user has previously visited. In addition, cookies make it possible to create statistics about the use of a profile, so that Xing and Hibernian Recruitment GmbH can track the use of this page. The collection of your data through cookies in the context of the use of the profile is neither legally nor contractually required. Nor is this necessary for the conclusion of a contract. Therefore, there is no obligation to transmit your data to Xing. However, the non-transmission of your data (e.g. by blocking cookies) has the consequence that we cannot offer you the profile or only to a limited extent. You can read more details about Xing's use of cookies in Xing's data policy (<https://privacy.xing.com/en/privacy-policy>).

## Legal basis of data processing

The processing of personal data of users is based on the legitimate interest of Hibernian Recruitment GmbH in an optimized presentation (Art. 6 para. 1 lit. f GDPR).

## Recipients / transfer to third parties

Data transfers to third countries take place, but only in compliance with the legally regulated permissibility requirements. In particular, Xing makes certain data available to other users or third parties worldwide in order to fulfill its contract with you. Neither an adequacy decision pursuant to Article 45 GDPR nor appropriate safeguards pursuant to Article 46 GDPR are required for this. If the transfer of data to a third country is not for the purpose of fulfilling your contract with Xing, Xing does not have your consent, the transfer is not necessary for the assertion, exercise or defense of legal claims, and no other exception applies, Xing will only transfer your data to a third country if an adequacy decision pursuant to Article 45 GDPR or appropriate safeguards pursuant to Article 46 GDPR are available. As a rule, Xing achieves appropriate safeguards pursuant to Art. 46 EU GDPR and an adequate level of data protection by concluding the EU standard contractual clauses issued by the European Commission with the receiving entity.

## Our data protection officer

We have appointed a data protection officer in our company. You can reach Stephan Krischke at [datenschutz@hibernian.de](mailto:datenschutz@hibernian.de)

## Deletion of data

As a matter of principle, we delete personal data when there is no need for further storage. A requirement may exist, in particular, if the data is still needed to fulfill contractual services, to check

and grant or defend against warranty and, if applicable, guarantee claims. In the case of statutory retention obligations, deletion will only be considered after expiry of the respective retention obligation.

**Right of appeal to a supervisory authority**

If you are of the opinion that the processing of personal data by Hibernian Recruitment GmbH does not comply with the legal requirements, you can lodge a complaint with the competent supervisory authority.

**Amendment of this data protection notice**

We revise this data protection notice in the event of changes in data processing or other occasions that make this necessary. You will always find the current version on this website.

Status: January 2022