

## Privacy Policy

Our website may be used anonymously. Providing personal data, i.e. data that enable us to identify you personally and/or to contact you, such as your name, address or e-mail address, is purely voluntary and you will always be informed if and for what purpose we want to store your data. If we intend to store data about you, we will always point this out to you and they will not be used for any purposes other than those expressly stated in this Privacy Policy.

## Who we are

This website is operated by the European Employment Group (EEG), a specialty group of Lawyers Associated Worldwide (LAW). The controller of the processing of personal data on this website as defined by the General Data Protection Regulation (GDPR) is European Employment Group, Rolf Hartmann, address: c/o GHR Rechtsanwälte AG, Tavelweg 2, 3074 Bern Muri, phone: +41 58 356 5000, e-mail [rolfhartmann@ghr.ch](mailto:rolfhartmann@ghr.ch)

## Anonymous Use Of Our Website

We process only personal data you voluntarily provide and certain technical information we need for the operation of our website. When you visit our website, your web browser tells our web server your IP address so that communication is possible. Your IP address may be used to identify you. However, we do not store your IP address. You remain completely anonymous to us when visiting our website.

## Logging And Evaluation In Case Of Attacks

Error messages – usually caused by attack attempts – may be recorded and evaluated for reasons of security. Only the following data that may allow identification are used with respect to the recording of error messages: Your IP address, date and time, exact name (URL) of the requested data file(s), HTTP status code, volume of data transferred, referrer (website from which the file was requested), browser identification string that is sent from your browser (User Agent String). Such data shall be deleted if they are no longer useful (possibly for evidence).

The legal basis for data processing is Art. 6 para. 1 lit f) GDPR. The legitimate interests in processing on the basis of Art. 6 para. 1 lit f) GDPR are ensuring of the functionality and security of our website as well as defence against attacks and other abuses.

## Data Processing Upon Contact

If you call us or send us a message, for example via the contact form or by e-mail, we need your e-mail address, your postal address or a telephone number if you want us to reply to you. We will use this data as well as data and time of your contact exclusively to handle your request. Your data will not be passed on to third parties but only internally to the law firm(s) and/

or individual(s) responsible for your particular request. We will delete your data as soon as it is no longer needed for this purpose.

The legal basis for the data processing is Art. 6 para. 1 lit b) and f) GDPR. The legitimate interest in processing is to fulfil your request.

If your request is for a special purpose (e.g. newsletter subscription), only the explanations in the respective section for that special purpose apply to data processing in this context.

## Data Processing For Newsletters

If you subscribe to a newsletter, we need your e-mail address, otherwise we cannot send you the newsletter. All other information is voluntary. Your data will not be passed on to third parties, and we use it only for verifying your e-mail address and for sending our newsletter. In addition, we store your registration for the newsletter and your confirmation to be able to prove that you have registered and agreed. For the purpose of sending the newsletter, we will store your data until you revoke your consent or until the newsletter is permanently discontinued; for the purpose of proof of consent we will store your data by 31 March of the fourth calendar year following the last newsletter dispatch.

The legal basis for the processing for the purpose of sending the newsletter is Art. 6 para. 1 lit a) GDPR and for processing for the purpose of proof of consent Art. 6 para. 1 lit c) in connection with Art. 5 para. 2 GDPR, Art. 7 para. 1 GDPR and Art. 24 para. 1 GDPR as well as Art. 6 para. 1 lit f) GDPR.

## Google Maps

We use Google Maps, which allows the display and use of interactive maps directly on our website and which includes the use of Google Fonts. The Google Maps service uses persistent cookies. Therefore, when visiting our homepage, Google will receive a notification that you have accessed the page and certain additional information, namely IP address of the device you are using, name of the accessed file (specific page), date and time of access, volume of data transferred, access status (successful/unsuccessful), browser type and version as well as which operating system you use, URL of the previously visited page (so-called »referrer URL«), will be transmitted to Google. This takes place regardless of whether you are logged in to a Google user account. If you are logged in to Google, your data will be assigned to your user account. If you do not want the data to be assigned to your account, you will need to log out before accessing the map feature. Google stores your data as a user profile and utilizes it for advertising, market research and/or to provide personalized services on their website. More specifically, such an analysis is carried out (even for users who are not logged in) to provide targeted advertising and to provide other social network users with information about your activities on this website. You have the right to object to the creation of these user profiles. This right can be exercised directly with Google.

Google is certified under the Privacy Shield and thus offers an adequate level of data protection as decided by the EU Commission in an adequacy decision:

<https://www.privacyshield.gov/participant?id=a2zt000000001L5AAI&status=Active>.

For more information regarding the purpose and extent to which Google collects, processes and uses data as well as your rights in this regard and the settings available to protect your privacy, please see Google's privacy policy: <https://www.google.de/intl/de/policies/privacy>.

The legal basis for data processing is Art. 6 para. 1 lit f) GDPR. The legitimate interests in processing are making our website appealing and facilitating the location of places referred to on our website.

## Voluntary Provision Of Your Data

You are not obligated to provide us with personal data. If you do not provide us with certain information that we need to handle your request (for example a way to contact you if you want an answer from us), we may not be able to do so. In the context of special procedures (e.g. when you register for our newsletter) it may be necessary for you to provide us with certain information because otherwise we will not be able to send you the newsletter. However, we will always point this out to you in the specific situation.

## Recipients Of The Data

Your personal data will remain under our control. They will not be passed on to third parties, except to member firms of the LAW network if you contact us for legal advice or additional information on the services provided by our member firms. Our website is hosted and operated on our behalf by a service provider, Neue Medien Münnich, owned by René Münnich, Hauptstraße 68, D-02742 Friedersdorf.

## No Automated Decision Making or Profiling

We do not use data collected from visits to this website for automated decision making, including profiling, as defined by Art. 22 GDPR.

## Your Rights

You have a right of access, to rectification or erasure, restriction of processing, to object to processing and to data portability under the respective statutory preconditions with regard to the personal data concerning you. If you want to exercise these rights, you can simply write to [rolfhartmann@ghr.ch](mailto:rolfhartmann@ghr.ch) or click on the unsubscribe link in any email to unsubscribe.

You have the right to object at any time, on grounds relating to your own particular situation, to the processing of your personal data based on legitimate interest (Art. 6 para. 1 lit. f) GDPR). Should you object, we will no longer process your personal data unless we can demonstrate compelling legitimate grounds for such processing which outweigh your personal interests, rights and freedoms; or where such processing serves the establishment, exercise or defence of legal claims.

You also have the right to lodge a complaint with a data protection supervisory authority regarding our processing of your personal data. If you have any questions or requests regarding data protection, please feel free to contact us at [rolfhartmann@ghr.ch](mailto:rolfhartmann@ghr.ch)

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