

## Privacy Policy

[www.careers.vantagetowers.com](http://www.careers.vantagetowers.com)

### 1. Responsibility for data processing (controller)

- a) We inform you in the following about the processing of personal data when visiting our website. Personal data is all information that can be related to you personally, e.g. name, address, e-mail address, your applicant data, user behaviour or IP address.
  
- b) Responsible according to Art. 4 para. 7 GDPR is Vantage Towers AG,  
Prinzenallee 11-13  
40549 Düsseldorf, Germany, Email: [info@vantagetowers.com](mailto:info@vantagetowers.com).

### 2. Data protection officer

You can reach our data protection officer at our postal address with the addition: "To the data protection officer", as well as by e-mail at [privacy@vantagetowers.com](mailto:privacy@vantagetowers.com).

### 3. Informational use of our website and contacting us

#### a) Browser data

When you visit our website for information purposes, we automatically collect the following data and information that your browser transfers to us:

- IP address,
- Browser, (fetched from User Agent string)
- Website from which the request originated (Referrer)
- Operating system, (fetched from User Agent string)
- Content of the request.

This data processing by our system is intended to enable the website to be delivered to the user's computer. For this purpose, the IP address of the user must remain stored for the duration of the session. Your IP address will be anonymized after 30 days. We save it for 30 days so that we can react in the event of data security deficiencies or problems with user intervention. In

addition, the data in our system is deleted when the respective session is finished. The collection of data for the purpose of providing the website is mandatory for the operation of the website. The legal basis is Art. 6 Para. 1 S. 1 lit. f GDPR.

#### **b) Use of Google Analytics**

This website uses Google Analytics, a web analysis service provided by Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA ("Google"). Google Analytics uses cookies which, among other things, enable an analysis of your use of the website. Google processes your IP address and other personal data such as the browser you use, your surfing behaviour, your location and the referrer-URL.

The information is generally transferred to and stored by Google on servers in the USA, based upon Standard Contractual Clauses. However, due to the activation of the IP anonymisation "\_anonymizelp()", your IP address will be shortened by Google within member states of the European Union or in other contracting states of the Agreement on the European Economic Area before. Nevertheless, the following should be noted: It cannot be guaranteed that the data processing is carried out at the same level of protection as within the EU. In this respect, to our knowledge there is a risk that you will find it more difficult to enforce your rights as a data subject. Furthermore, there is no data protection supervision. There is also the risk of disproportionate access to your data by state security authorities, against which there is no adequate legal protection if you are not a US citizen. We expressly point this out.

Google uses the information to evaluate your use of the website, to compile reports on website activities and to provide us with further services related to website and internet use. We can use the information obtained to improve our offer and make it more interesting for you as a user. Google also uses your personal data for its own purposes and links these, for example, to existing Google accounts, your search history or usage data from other devices. The transmitted data is stored for 14 months. After that the data will be deleted automatically. The legal basis for the use of Google Analytics is your informed and voluntary consent pursuant to Art. 6 Para. 1 S. 1 lit. a GDPR. You can withdraw your consent at any time by sending an email to [privacy@vantagetowers.com](mailto:privacy@vantagetowers.com) or by changing the cookie settings here. Irrespective of this withdrawal, you can use browser settings to prevent

Google from processing personal data. [Here](#) you will find information regarding a browser add-on to deactivate Google Analytics.

### **c) Google Maps**

This website uses Google Maps, a service provided by Google to show the jobs offer location. To activate this function, your web browser must establish a connection to a server operated by Google which may be located within the USA. Google receives the IP address of your device when service is accessed.

If you call up the Google map service on our website while you are logged into your Google profile, Google can also link this event to your Google profile. If you do not wish to be associated with your Google profile, it is necessary that you log out of Google before calling our contact page. Google stores your data and uses it for purposes of advertising, market research and a personalized presentation of Google Maps. You can find more information on this in the Google privacy policy and the Additional Terms of Use for Google Maps.

Legal basis of this particular processing is your consent based on Art. 6 Para. 1 S. 1 lit. a GDPR. You can withdraw your consent at any time with effect for the future by sending an email to [privacy@vantagetowers.com](mailto:privacy@vantagetowers.com) or by changing the cookie settings here.

### **d) YouTube**

Our website uses plugins from YouTube LLC, 901 Cherry Ave, San Bruno, CA 94066, USA, a site operated by Google. When you visit one of our pages equipped with a YouTube video, a connection to a YouTube server is only established when you click the video embedded.; cookies are not involved. This tells the YouTube server which of our pages you have visited. If you are logged into your YouTube account, you enable YouTube to assign your surfing behaviour directly to your personal profile. You can prevent this by logging out of your YouTube account. For more information on the handling of user data, please refer to YouTube's privacy policy linked [here](#). Legal basis of this particular processing is your consent based on Art. 6 Para. 1 S. 1 lit. a GDPR. You can withdraw your consent at any time with effect for the future by sending an email to [privacy@vantagetowers.com](mailto:privacy@vantagetowers.com).

#### **4. Save Job Category**

If you choose to save your job category, we will send you an one-time email with some more information about the category you selected. Therefor we use the services provided by Mailjet SAS (Global HQ), 13-13 bis, rue de l'Aubrac, 75012 Paris, France, Transaction Mails. Within this process, your email address, salutation, first name and last name, as well as the content of an email are transmitted to Mailjet and stored there. Mailjet offers extensive analysis options about how the emails are opened and used. These analyses are group-related and are not used by us for individual evaluation. For more information about Mailjet and its services and privacy policy, please visit their website linked [here](#). As a sub-processor, Mailjet has concluded a Data Processing Agreement. in order to process your personal data on our behalf and in accordance with data protection regulations. Mailjet is not allowed to use your personal data for its own purposes and shall not pass it on to third parties without any permission.

Legal basis of this particular processing is your consent based on Art. 6 Para. 1 S. 1 lit. a GDPR. You can withdraw your consent at any time with effect for the future by sending an email to [privacy@vantage Towers.com](mailto:privacy@vantage Towers.com).

#### **5. Recipients of the personal data**

Personal data is treated confidentially by us. We do not make your personal data available to third parties, unless you have given your consent or we are legally obliged to disclose the data.

Some of the services or information you can request on this site may come from other members of our corporate family. Therefore, we may share your information with other companies within Vantage Towers (for example, your local carrier). The laws of the countries where these companies are based may not be the same as those in the EU – for instance in Great Britain –, but your information will be treated with the same high standard of care wherever it's processed within the corporate family.

In order to provide and evolve the website, we use several service providers like talentsconnect AG who process personal data on our behalf and who are bound in accordance with Art. 28 para 3 GDPR. We remain data controller. Sub-processors follow the same data protection obligations.

## **6. Data security**

The security of your personal data is of great importance to us. We have concluded extensive data protection agreements with the service providers used for the website. For security reasons and to protect the transmission of confidential content, such as our contact form, this site uses SSL or TLS encryption. You can recognize an encrypted connection by the fact that the address line of the browser changes from "http://" to "https://" and by the lock symbol in your browser line. If SSL or TLS encryption is activated, the data you disclose to us cannot be read by third parties.

We have specialised security teams who constantly review and improve our measures to protect your personal data from unauthorised access, accidental loss, disclosure or destruction. Communications over the internet (such as emails) aren't secure unless they've been encrypted. Your communications may go through a number of countries before being delivered, as this is the nature of the internet. We cannot accept responsibility for any unauthorised access or loss of personal data that is beyond our control. We'll never ask for your secure personal or account information by an unsolicited means of communication. You're responsible for keeping your personal data and account information secure and not sharing it with others.

## **7. No liability for websites of third parties**

Certain services of third parties are accessible through links on our site. We refer you to the privacy statements and policies posted on these websites. We do not assume any liability or responsibility for these statements and policies that are not related to our website.

## **8. Exercise of the rights of data subjects**

According to the GDPR, you have the following rights with regard to your personal data:

- Right to information, Art. 15 GDPR
- Right to rectification, Art. 16 GDPR
- Right to erasure of personal data, Art. 17 GDPR
- Right to restrict the processing, Art. 18 GDPR
- Right to object to the processing, Art. 21 GDPR

- Right to data portability, Art. 20 GDPR
- Right to withdraw consent Art. 7 para. 3 S. 1 GDPR. The withdrawal of consent shall not affect the lawfulness based on consent before its withdrawal.

You also have the right to lodge a complaint with a data protection supervisory authority about the processing of your personal data.

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