

Privacy Policy

Processing of (personal) data by the website operator (hubteam.io)

1. General information

This website is provided by the company 5w155 SA, a business with headquarters in Switzerland that offers software development services. We provide you with this data privacy policy to inform you of how we handle your personal data collected on this website and application.

2. Data controller

The controller under data protection law is:

5w155 SA

Rue François-Grast 14

1208 Genève

Phone: +41 76 496 93 45

Commercial register entry number: CHE-382.915.137

Data Protection contact: info@hubteam.io

3. Access and activity logs (“server logs”)

Each access to this website automatically causes general protocol data, so-called server logs, to be collected. As a rule, this data is a pseudonym and thus does not allow for inferences about the identity of an individual.

Without this data, it would, in some cases, be technically impossible to deliver or display the contents of the software. In addition, processing this data is absolutely necessary under security aspects, in particular for access, input, transfer, and storage control. Furthermore, this anonymous information can be used for statistical purposes and for optimizing services and technology. In addition, the log files can be checked and analyzed retrospectively when unlawful use of the software is suspected. The legal basis for this is article 6 (1) f of the GDPR.

Generally, data such as the domain name of the website, the web browser and web-browser version, the operating system, the IP address, as well as the timestamp of the access to the software is collected. The scope of this log process does not exceed the common log scope of any other site on the web.

These access logs are stored for a period of up to 30 days. There is no right to object to this.

4. Error-Logs

So-called error logs are generated for the purpose of identifying and fixing bugs. This is absolutely necessary to ensure we can react as quickly as possible to possible problems

with displaying and implementing content (legitimate interest). As a rule, this data is a pseudonym and thus does not allow for inferences about the identity of an individual. The legal basis for this is article 6 (1) f) of the GDPR.

When an error message occurs, general data such as the domain name of the website, the web browser and web-browser version, the operating system, the IP address, as well as the timestamp upon occurrence of the respective error message and/or specification is collected.

These error logs are stored for a period of up to 30 days. There is no right to object to this.

5. Use of cookies

So-called cookies are used on parts of this website. They are small text files which are stored on the device with which you access this website. As a general rule, cookies serve the purpose of ensuring secure access to a website (“absolutely necessary”), implementing certain functionalities such as standard-language settings (“functional”), improving the user experience or the performance of the website (“performance”).

Right to object: You can determine via your browser settings whether you allow or object to the use of cookies. Please note that deactivating cookies may result in limited or completely blocked functionalities of this recruitment website.

6. Use of third-party provider tools

In order to provide and continuously improve our services, we are using the services of the following third-party providers which may also process personal data. These third-party providers have been selected diligently and in line with the requirements of the GDPR.

a. Google

Unless otherwise stated in the data privacy policy, the operator of all Google services mentioned here is Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA (“Google”).

i. Google Analytics

This website uses the service “Google Analytics”. The operator of this service is the company Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, United States. Google Analytics is a web analysis service, and, by placement of cookies and the information acquired by this, it enables us to make inferences about user behavior on our website. The information generated by the cookies is sent to a Google server in the USA and stored there.

The legal basis for the use of this service is article 6 (1) f) GDPR – justified interest. Our justified interest in the use of this service derives from the fact that we must be able to analyze and optimize the use of our website.

Moreover, Google is certified under the Privacy Shield (<https://www.privacyshield.gov/participant?id=a2zt000000001L5AAI&status=Active>), and hence it ensures compliance with European data protection law.

Our website uses the service Google Analytics on an exclusively pseudonymous basis. Your IP address is only recorded in abbreviated form and is hence anonymized.

If you want to prohibit this tracking, then you can use the following link for that purpose:
Opt-Out Link.

b. HubSpot

On this website we use HubSpot for our online marketing activities. HubSpot is a software company from the USA with branch office in Ireland. Contact: HubSpot, 2nd Floor 30 North Wall Quay, Dublin 1, Ireland, Telephone: +353 1 5187500.

This is an integrated software solution that we use to cover different aspects of our online marketing. This includes, among others:

Email marketing (newsletter, together with automated mailings, e.g., for provision of downloads), social media publishing & reporting, reporting (e.g., traffic sources, accesses, etc. ...), contact management (e.g., user segmentation & CRM), landing pages and contact forms.

Our registration service enables visitors to our website to find out more about our company, to download contents and to provide their contact information, together with further demographic information. This information, together with the contents of our website are stored on the servers of our software partner HubSpot. We can use it to make contact with visitors to our website and to determine which of our company's services are interesting for them. All information collected by us is subject to this data privacy policy. We use all information collected exclusively for optimizing our marketing measures.

Moreover, we use the live chat service "messages" from HubSpot on some sub-pages to improve users' experience on our website for the sending and receipt of notifications (round chat icon on the lower right edge of the screen). If you consent to and use this feature, then the following data are transferred to the HubSpot servers:

- Content of all chat messages sent and received
- Context information (e.g., page on which the chat was used)
- Optional: Email address of the user (if it is provided by the user via the chat feature)

The legal basis for the use of HubSpot's services is article 6 (1) f) GDPR – justified interest. Our justified interest in the use of this service is the optimization of our marketing measures and the improvement of our service quality on the website.

HubSpot is certified under the conditions of the "EU – U.S. Privacy Shield Framework" and it is subject to TRUSTe's Privacy Seal, as well as the "U.S. – Swiss Safe Harbor" Framework.

More information on HubSpot's data privacy provisions »

More information from HubSpot regarding to EU data protection provisions »

More information on the cookies used by HubSpot can be found here & here »

If you want to prohibit this tracking, then you can use the following link for that purpose:
Opt-Out Link.

c. LinkedIn

We use the retargeting tool and the conversion tracking of LinkedIn Ireland, Wilton Plaza, Wilton Place, Dublin 2, Ireland (“LinkedIn”). For this purpose the LinkedIn Insight Tag is incorporated into our webpage. LinkedIn uses it to collect statistical, pseudonymized data from your visit and use of our website and to provide us with the corresponding aggregated statistics based on these. In this process, as a general rule, the following information, among others, is collected:

LinkedIn User ID (Cookie ID)

IP Address

Metadata of the website visit, such as, e.g., browser type, website visited

In addition, this information serves to be able to show you relevant offers and recommendations specific to your interests, after you have inquired on the website about certain services, information and offers. The information in this regard is stored in a cookie.

If you want to prohibit this tracking, then you can use the following link for that purpose:
Opt-Out Link.

7. Forms

We use the service HubSpot to provide you with the following online forms. For this purpose, we forward your data to HubSpot, which processes the data exclusively at our request. See data privacy policy on “HubSpot.”

8. Rights of data subjects

If the company 5w155 SA processes personal data as data controller, then you as the data subject have certain rights derived from Chapter III GDPR, which depend on the legal basis and purpose of the processing. These rights include when relevant especially the right to information (Art. 15 GDPR), the right to rectification (Art. 16 GDPR), the right to cancellation (Art. 17 GDPR), the right to restriction of processing (Art. 18 GDPR), the right to data portability (Art. 20 GDPR), and the right to objection (Art. 21 GDPR). If the processing of personal data is based on your consent, then you have the right pursuant to Art. 7 III GDPR to revoke this consent granted under data protection law.

Please contact the Data Protection (see Section 2) in order to assert your rights as data subject regarding the data processed for the operation of this website. Please be aware that you must contact the data controller directly to assert your rights as data subject derived from the processing by us, as data processor of our customers. We reserve the right not to respond to corresponding queries or to redirect them to the corresponding companies.

If 5w155 SA as the controller processes personal data, you as the data subject have certain rights under Chapter III of the EU General Data Protection Regulation (GDPR), depending on the legal basis and the purpose of the processing, in particular the right of access (article 15 of the GDPR) and the rights to rectification (article 16 of the GDPR), erasure (article 17 of

the GDPR), restriction of processing (article 18 of the GDPR), and data portability (article 20 of the GDPR), as well as the right to object (article 21 of the GDPR). If the personal data is processed with your consent, you have the right to withdraw this consent under article 7 III of the GDPR.

Please contact the data protection at 5w155 SA to assert your rights with regards to the data processed for the operation of this software (see section 2). Please note that you must address yourself exclusively to the controller in order to assert your rights as a data subject from the processing of personal data by 5w155 SA as subprocessor on behalf of our customers. We reserve the right not to answer such questions or to pass them on to the controller of this data processing.

9. Right to lodge a complaint

We would hereby like to inform you that pursuant to article 77 GDPR you have the right to lodge a complaint with the supervisory authority if you believe that your personal data have been processed illegitimately by us.

10. Right to object

You can object to the use of your data by making use of the corresponding opt-outs.

11. Final clauses

5w155 SA reserves the right to adjust this data privacy policy at any point in time to ensure that it is in line with the current legal requirements at all times, or in order to accommodate changes in the services offered, for example when new services are introduced or modifications are made on the website. In this case, the new data privacy statement applies to any later visit of this software.