

WebPros HR Privacy Policy

Introduction

WebPros thanks you for your interest in working with us and for visiting our website.

At WebPros, we recognize the importance of protecting your personal information and we are committed to processing it responsibly and in compliance with applicable data protection laws.

In order to process the information received in your application internally, WebPros is required by the General Data Protection Regulation and other applicable local data protection laws (collectively: "Data Protection Laws") to obtain and document your explicit consent in advance.

We therefore ask you to confirm before submitting your application that WebPros may process your application information internally for the sole purpose of processing your application. This consent refers to this Privacy Policy for Applicants, which provides you with more detailed information on how your data is processed within the WebPros group of companies and what rights you have in this regard. A list of the WebPros entities involved is set out below.

Purpose of the processing of your data

For the purpose of recruitment, WebPros receives applications that contain personal data. WebPros uses this data for the sole purpose of the recruitment process, to assess the skills and abilities of candidates and to find suitable people for vacancies.

WebPros treats your data as confidential in accordance with applicable Data Protection Laws.

What personal data is processed

By definition, personal data includes any information that can be used individually or together with other information to identify, contact or locate a person.

WebPros collects a range of information about you. This includes:

- Your name, address and contact information, including your email address and telephone number;
- Details of your skills and abilities, experience and career history;
- information about your current earnings, including benefit entitlements; and
- information about your permission to work in Germany or other WebPros locations.

For the sole purpose of processing your application, WebPros collects your personal data from various sources. For example, data may be contained in your application form or CV, from your passport or other identification documents, or collected through interviews and other types of assessments.

Who has access to my data

Recruitment within WebPros takes place in collaboration with the HR department, department heads, team leaders and other members of the recruitment team. However, WebPros will not pass on any personal data to third parties without your express consent, unless required by applicable law. However, depending on the position, it may be necessary for WebPros to make your data available to WebPros employees who are located in- or outside the European Economic Area (EEA). Further information on this can be found in the relevant paragraph below.

Provision of data and withdrawal

What data you wish to provide to WebPros and how it may be processed is entirely at your discretion. You may withdraw your application or your consent to the processing of your data at any point during the recruitment process. If you withdraw, your application will no longer be considered for the position and your data will be deleted in accordance with the Data Protection Laws.

Storage and deletion of data

Your data will be stored and processed exclusively for the purpose of recruitment. As soon as your personal data is no longer required for this purpose, i.e. as soon as you have received a rejection or the vacancy has been filled, we will delete all your data in accordance with the requirements of Data Protection Laws within a legally compliant period of time, unless you have expressly consented to further storage for the purpose of consideration in future recruitment processes.

If you start an employment relationship with WebPros, your data will be transferred to your personnel file accordingly.

Right to information, rectification and erasure

You have the right to be informed at any time about which of your personal data is stored at WebPros, where it comes from, who receives it and the purpose of its processing. You can also request the correction or deletion of your data at any time.

Who can I contact

If you have any questions about our privacy policy, please contact us by email or post. Your letter will be forwarded to the appropriate member of the WebPros privacy team, such as the Data Protection Officer or the members of the respective teams involved.

Contact address:

privacy@plesk.com

WebPros International GmbH
Vordergasse 59
8200 Schaffhausen / Switzerland

List of legal entities

Depending on the location of your application, the following legal entities of the WebPros group of companies may be involved in the processing of your personal data:

WebPros International GmbH (Switzerland), WebPros International L.L.C (USA), WebPros Germany GmbH (Germany), WebPros Spain SLU (Spain), WebPros Canada Ltd (Canada), WebPros Japan K.K. (Japan), WebPros Netherlands B.V. (Netherlands), Xovi GmbH (Germany), WHMCS Ltd, all subsidiaries of these legal entities, as well as all other subsidiaries of the parent company WebPros Investments S.a r.l. (Luxembourg).

Cross-border disclosure of data

WebPros will only disclose your information to WebPros employees located abroad if this is necessary for the intended purpose. All recipients of information must contractually agree to comply at all times with applicable internationally accepted data protection laws and WebPros' internal privacy policies. WebPros has made it its primary objective with regard to data protection to limit the cross-border exchange of information to what is absolutely necessary. If data is processed outside the European Economic Area, this process is protected by appropriate measures such as EU standard contractual clauses and the general WebPros privacy policy.