

PRIVACY POLICY

Thank you for choosing JobTwins!

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The column on the right provides a short explanation of the terms of use and is not legally binding.

I. APPLICABILITY OF THIS PRIVACY POLICY

- § 1.1 Scope. This "Privacy Policy" applies to the services (the "Services") provided on www.jobtwins.work and other websites owned by us (the "Websites") and mobile or desktop applications, as well as other interactions (e.g., customer service requests, user conferences, etc.) you may have with us. Services specifically include
- (a) your visit of the Websites;
 - (b) the account to be created by you (the "User Account");
 - (c) and
 - (d) your use of and access to our jobsharing platform (the "Subscription").
- § 1.2 Consent. If you do not agree to the terms of our Privacy Policy, do not access or use the Services, the Websites, or any other aspect of our business.
- § 1.3 Third Party Providers. This Privacy Policy does not apply to any third party applications or software that are integrated with the Services through the Websites ("Third Party Services"), or any other products, services or businesses of any other third party.
- § 1.4 Definitions. "We", "our" and "us" refer to the persons listed in Art. XV.

II. INFORMATION WE COLLECT AND RECEIVE

- § 2.1 Registration Data. When you create a User Account, we receive the following information from you or a third party (the "Registration Data"):
- (a) When registering via a Website, we receive
 - i. Mandatory information: Name, username; E-mail address; password; postal code; state; city; and
 - ii. if voluntarily provided by you: your phone number, country, information related to your current job (e.g employer, position, industry, skills, education, work experience), related to your

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whenever you browse our Websites, or use our Services, please observe this Privacy Policy.

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there's content you deliberately upload to the Websites, and there's other information we collect and receive from you as you browse the Websites and use the Services. Please read on regarding our obligations in connection with such information.

desired job (eg. industry, position, salary and work hour expectations, employer), and when doing our matching and personality test, you also provide us with information regarding your personality and preferences (eg. communication traits, behavioral traits, preferences regarding behaviour in other people) ("Matching Data").

- (b) When registering via LinkedIn, we receive your first and last name and an email address. When logging in with LinkedIn and subject to your explicit consent, we also receive and store a profile photo and a list of the IDs of the user's LinkedIn contacts.

§ 2.2 Account Information. When you purchase physical products or purchase a Subscription, you provide us or our payment providers with billing information such as credit card information, bank details, billing address or payment ID number ("Account Information").

§ 2.3 Other Information. We also collect, generate and/or receive other information and data ("Other Information"):

- (a) *Usage Information*.
 - i. Services Metadata. When you use the Services, metadata is generated that provides additional context about the way you use the Services. For example, we may log features, content, links or Third Party Services (as defined below) that you have viewed or used.
 - ii. Log Data. Like most websites, our servers also automatically collect information when you access the Websites and record it in log files. This log data includes the Internet Protocol (IP) address, the address of the website visited prior to your use of the Websites, browser type and settings, the date and time you used the Websites, browser configuration and plug-in information, language settings, and cookie data.
 - iii. Device Information. We also collect information about devices used to access the Services, including information on the type of device, the operating system, device settings, application IDs, unique device identifiers, and crash data.

iv. Location Information. We receive information from you and other third parties that helps us approximate your location, such as an IP address received from your browser or your device. We may also collect location information from devices in accordance with the settings of your device.

(b) *Newsletter*.

i. You have the option of subscribing to our free newsletter. This newsletter is sent out at regular intervals and may feature the latest news and information about our company, job offers, useful information for employees, employers and information for users of Services, as well as customized advertising.

ii. In order to receive our newsletter, you will need a valid email address. We will verify the email address you provide when registering for the Services or separately subscribing to the newsletter separately to ascertain whether the email address is correct, and you do actually wish to receive newsletters. To do this, we will send an email to the email address you have specified. This email contains a link you can click on to confirm receipt. Once you have confirmed that you have received this email, you will be signed up for our newsletter (double opt-in). When you register for the Services or sign up for our newsletter, some data is automatically collected, such as your IP address, the date and time of your registration or subscription and the language you use. This is for security purposes, in case your email address is used by third parties without your knowledge. In addition, we receive the data you provide through any questions answered during registration or separate sign up for the newsletter. We do not collect or process any other data for your newsletter subscription and the data is used solely for the purposes of delivering the newsletter to you.

iii. Unless you object, we will share your data within our company for analysis purposes and to send you information for promotional purposes. The data you have provided for subscription purposes will be matched with data we have collected for other purposes (e.g. booking a service) within the

company. We do not share data that you have provided when subscribing to the newsletter with third parties that are not part of our company or our Affiliate.

iv. You may withdraw your consent to receive the newsletter at any time. Details of such termination can be found in the confirmation email and in each newsletter.

(c) *Third Party Services.*

i. You may choose to allow or restrict third party software that is integrated into the Services, if any. We may also develop and offer our own applications that connect the Services with a Third Party Service. Once enabled, the provider of a Third Party Service may share certain information with us. We may also develop and offer our own applications that connect the Services to a Third Party Service. Once the Third Party Services are enabled, such provider may share certain information with us. For example, if a cloud storage application is enabled to allow the import of files into a user account, we will receive your username and email address, along with additional information that the application has elected to make available to us to facilitate the integration. For more details on what information is shared with us, please check the privacy policy of the applicable Third Party Service.

ii. When a Third Party Service is enabled, we are authorized to connect and access Other Information made available to us in accordance with our agreement with the Third Party Provider. We do not, however, receive or store passwords for any of these Third Party Services when connecting them to the Services.

(d) *Third Party Data.* We may receive data about your visits to the Websites, marketing campaigns and other matters related to our business from affiliates, our partners, or others that we use to improve our offers or make content provided to you more useful. This data may be combined with Other Information we collect and might include aggregate-level data such as the language and the country you access the Services from. Or it might be more

specific: for example, how well an online marketing or email campaign performed.

- (e) *Additional Information Provided to Us.* We also receive Other Information when submitted to the Websites or in other ways, such as if you participate in a contest or an event, apply for a job, request support, interact with our social media accounts or otherwise communicate with us.

§ 2.4 Automatic Collection. Generally, no one is required by law or contract to provide registration data or other information (collectively, the "Information"). However, certain Information is collected automatically and, if certain information is not provided, we may be unable to provide the Services.

III. HOW WE USE INFORMATION

§ 3.1 User Account Data. We use Registration Data and such Other Information collected during the use of the User Account (the "User Account Data") in accordance with your instructions and applicable law. We are a processor of such data and you are the data controller. For example, you may modify or remove the data or change certain settings.

§ 3.2 Automated Decisions. We employ automated decision-making processes to assist in providing the Services. These automated processes analyze Registration Information, and specifically, Matching Data provided by you. These automated decisions are based on algorithms and predefined criteria designed to optimize your experience while using our Services. While we strive to ensure accuracy and fairness in these automated processes, it's important to note that they are subject to inherent limitations. Therefore, we always recommend you review and evaluate the results of our Services independently. If you have concerns about the automated decision-making process or wish to seek human intervention, please contact us anytime.

§ 3.3 Other Information. We use Other Information, except as provided in § 3.1, to protect our legitimate interests in operating the Services, Websites and our business. Specifically, we use Other Information to

Basically,

we only use the data we hold to provide and improve the Services, and for related business purposes. Of course, we always comply with all applicable laws.

- (a) provide, update, maintain and protect the Services and Websites. This includes without limitation
 - i. delivery of the Services in a form tailored to your location;
 - ii. preventing and addressing service errors, security or technical issues; and
 - iii. analyzing and monitoring usage, trends and other activities;
- (b) as required by applicable law, legal process or regulation;
- (c) to communicate with you by responding to your requests. If you contact us, we may use your Other Information to respond;
- (d) to send emails and other communications. We may send you service, technical and other administrative emails and other types of messages, e.g. push-notifications. We may also contact you to inform you about changes in our Services, our Services' offerings, and important Services-related notices, such as security and fraud notices. These communications are considered part of the Services and you may not opt out of them. In addition, we sometimes send emails or other messages about new product features, promotional communications or other news about our business. These are marketing messages, so you can control whether you receive them. If you have additional questions about a message you have received from us, please contact us;
- (e) for billing, account management and other administrative matters. We may need to contact you for invoicing, account management, and similar reasons and we use account data to administer accounts and keep track of billing and payments; and
- (f) to investigate and help prevent security issues and abuse.

§ 3.4 Personal Data and Anonymized Data. If Information is aggregated or de-identified, so that it is no longer reasonably associated with an identified or identifiable natural person, we may use it for any business purpose. To the extent Information is associated with an identified or identifiable natural person and is protected as personal data under

applicable data protection law, it is referred to in this Privacy Policy as "Personal Data."

IV. LEGAL BASIS

§ 4.1 Regulations. We process your data in accordance with the provisions of

- (a) the General Data Protection Regulation (GDPR);
- (b) Austrian data protection laws, such as the Data Protection Act (*Datenschutzgesetz*, DSG); and/or
- (c) other countries, if applicable. These may be laws of the state you reside in.

§ 4.2 Categories of Data. We process the categories of data outlined above based on the GDPR provisions as follows:

- (a) Registration Data – including Matching Data - and Account Information according to Art 6 (1)(a) for data that you have given consent to being processed, and (b) for data that is necessary for the performance of our contractual obligations;
- (b) Other Information according to Art 6 (1)(a) for data that you have given consent to being processed, (b) for data that is necessary for the performance of our contractual obligations, and (f) for processing that is necessary for the purposes of our or a third party's legitimate interests.
- (c) In case the processing of your data is necessary for us to comply with legal obligations, we will process your data according to Art 6 (1)(c).

V. DATA RETENTION

§ 5.1 We will retain User Account Data in accordance with your instructions, and as required by applicable law. Depending on the Subscription, you may be able to customize retention settings. The deletion of User

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we retain information for as long as it is needed to provide the Services or legitimate to do so in support of our business.

Account Data may result in the deletion or de-identification of certain associated Other Information.

- § 5.2 We may retain Other Information pertaining to you for as long as necessary for the purposes described in this Privacy Policy. This may include keeping your Other Information after you have deactivated your account for the period of time needed for us to pursue legitimate business interests, conduct audits, comply with, and demonstrate compliance with, legal obligations, resolve disputes, and enforce our agreements.

VI. RECIPIENTS OF THE DATA

- § 6.1 Policies and Practices. This section describes how we may share and disclose Information. In general you determine your own policies and practices for the sharing and disclosure of Information, and we do not control how they or any other third parties choose to share or disclose Information.
- § 6.2 Customer's Instructions and Applicable Law. We will solely share and disclose Registration Data in accordance with your instructions and in compliance with applicable law and legal process.
- § 6.3 Third Party Service Providers and Partners. We may engage third party companies or individuals as service providers or business partners to process Other Information and support our business. These third parties may, for example, provide virtual computing and storage services, or we may share business information to develop strategic partnerships with Third Party Service providers to support our common customers. Prior to engaging any third party Subprocessor, we perform diligence to evaluate their privacy, security and confidentiality practices, and executes an agreement implementing its applicable obligations.
- (a) *Tools and applications linked to our Platform & Services*.
- i. Google. We use the following services of Google Inc., a company headquartered at 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA, as described below.

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we don't sell your data or share it otherwise with third parties, unless it helps provide the Services or we are legally required to do so.

- Google Analytics: Google Analytics is a web and app analysis service. This service uses so-called "Cookies" (as described in Art. VII). These Cookies generate information and such information is usually transmitted to a server in the USA. Google will, on our behalf, use this information to evaluate your usage of the Websites and apps, to compile reports on website/app activities, and to provide us with additional services associated with website, app and internet usage. However, Google Analytics may also use data for its own purposes, existing independently of the services provided to us.

We have extended Google Analytics on the Websites with the code `"gat._anonymizeIp();"` to ensure anonymized collection of IP addresses. The IP address that your browser sends as part of the Google Analytics service will not be merged by Google with other data.

You can prevent the collection, transmission and processing of data generated by cookies and related to your use of the Websites, including your IP address, by Google Analytics by downloading and installing the browser plugin available at the following [link: https://tools.google.com/dlpage/gaoptout](https://tools.google.com/dlpage/gaoptout). You can also prevent the storage of cookies required by Google Analytics by configuring the settings in your browser.

- ii. LinkedIn. We use the following services by LinkedIn Incorporated, 1000 West Maude Avenue Sunnyvale, CA 94085 USA, as described below:

- LinkedIn OAuth is a registration and login service provided by LinkedIn Corporation, which is connected to the LinkedIn social network. This

service uses so-called "Cookies" (as described in Art. VII). These Cookies generate information and such information is usually transmitted to a server in the USA. By registering or logging in, users authorize this website to identify them and grant them access to specific services. Third parties may provide those registration and login services. In this case, this website may access some data stored by these third parties for registration or identification purposes.

iii. Meta. Our website uses the services provided by Facebook Pixel, a service of Meta Inc.. This service uses so-called "Cookies" (as described in Art. VII). Facebook Pixel allows us to track our users' actions after they are redirected to our website by clicking on a Facebook advertisement, enabling us to measure the effectiveness of Facebook ads for statistical and market research purposes. The data collected in this way is anonymous to us, which means we do not see the personal data of individual users.

iv. Newsletter. We use mailchimp, The Rocket Science Group, LLC 675 Ponce de Leon Ave NE Suite 5000. Atlanta, GA 30308 USA, to send out the newsletter.

- (b) *More Information*. Should you require any further information on the type, scope, purposes and possibility to opt-out of the services described in § 6.3(a), we recommend that you read the companies' respective data protection policies.
- (c) *Links*. We also include links to other websites on our website and in our apps and the Websites. These are for informational purposes only. We have no control over these websites and their content, which means that they are not covered by the provisions of this Privacy Policy. If you click on a link, the operator of the website may collect data on you and process this in accordance with their own data protection policy, which may deviate from ours.

- § 6.4 Third Party Services. You may enable Third Party Services. We require each Third Party Service to disclose all permissions for information access in the Services, but we do not guarantee that they do so. When enabled, we may share Other Information with Third Party Services. Third Party Services are not owned or controlled by us and third parties that have been granted access to Other Information may have their own policies and practices for its collection, use, and sharing.
- § 6.5 Corporate Affiliates. We may share Other Information with our corporate affiliates ("Affiliates"). Any information shared with Affiliates will also be subject to their respective Privacy Policy.
- § 6.6 Changes to our Business. If we engage in a merger, acquisition, bankruptcy, dissolution, reorganization, sale of some or all of our assets or stock, financing, public offering of securities, acquisition of all or a portion of our business, a similar transaction or proceeding, or steps in contemplation of such activities, some or all Other Information may be shared or transferred, subject to standard confidentiality arrangements.
- § 6.7 Aggregated or De-identified Data. We may disclose or use aggregated or de-identified Other Information for any purpose. For example, we may share such data with prospects or partners for business or research purposes.
- § 6.8 Complying with Laws. If we receive a request for information, we may disclose Other Information, if we reasonably believe disclosure is in accordance with or required by any applicable law, regulation, or legal process.
- § 6.9 Enforcing our rights, prevent fraud, and for safety. To protect and defend the rights, property, or safety of ourselves or third parties, including enforcing contracts or policies, or in connection with investigating and preventing fraud or security issues.
- § 6.10 Consent. We may share Other Information with third parties when we have consent to do so.

VII. COOKIES

- § 7.1 Definition. “Cookies” are small text files that are sent to your computer or mobile device by us to enable the functionality of the Services or to facilitate their use. Each User Account and browser receives new Cookies, which means that they are always unique.
- § 7.2 Types of Cookies. Cookies can be divided into different categories, depending on their characteristics, as shown in the following.
- (a) *Storage Duration.*
- i. Temporary Cookies only exist as long as your browser is open and are automatically deleted when you close your browser. They exist only for the particular period of use of the Services, i.e., a "session".
 - ii. Permanent Cookies will exist until deleted by you or your browser or their expiration.
- (b) *Creator of the Cookies.*
- i. First-party Cookies are set by us.
 - ii. Third-party Cookies are set by third parties.
- (c) *Necessity.*
- i. Necessary Cookies are technically required for the operation of the Websites and Services.
 - ii. Non-necessary Cookies are used to improve and facilitate your use of the Services but are not technically essential. These include, for example, Cookies that are used to create personalized advertising for you.
- § 7.3 Our Cookies. We use the following cookies:
- (a) Necessary Cookies;
 - (b) Analytics Cookies; and
 - (c) Advertising and social media Cookies.
- § 7.4 A detailed list of the cookies we use is attached to this Privacy Policy as **Schedule § 7.4** of this Privacy Policy.

- § 7.5 Refusing Cookies. You may reject all Cookies, except for necessary Cookies,
- (a) when visiting the Website, via the Cookie banner; or
 - (b) in your browser settings. How this works, depends on the browser you are using. A link to the instructions for the most common browsers can be found here:
 - i. Microsoft Edge: <https://support.microsoft.com/de-de/windows/l%C3%B6schen-und-verwalten-von-cookies-168dab11-0753-043d-7c16-ed5947fc64d>.
 - ii. Mozilla Firefox: <http://support.mozilla.com/en-US/kb/Cookies>.
 - iii. Google Chrome: <http://www.google.com/support/chrome/bin/answer.py?hl=en&answer=95647>.
 - iv. Safari: <http://support.apple.com/kb/PH5042>.
 - v. Opera: <http://www.opera.com/browser/tutorials/security/privacy/>.

VIII. SECURITY

- § 8.1 Security. We take security of your data very seriously. We work hard to protect Other Information you provide from loss, misuse, and unauthorized access or disclosure. These steps take into account the sensitivity of the Other Information we collect, process and store, and the current state of technology. Given the nature of communications and information processing technology, we cannot guarantee that Information during transmission through the Internet or while stored on our systems or otherwise in our care will be absolutely safe from intrusion by others. When you click a link to a third-party site, you will be leaving our site and we don't control or endorse what is on third-party sites.

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we constantly try to improve the security of our system to protect your data. It is a top concern for us.

IX. AGE LIMITATIONS

- § 9.1 Minimum Age. We allow only persons who are
- (a) at least 18 years old; or
 - (b) younger than 18 years old and have consent of their legal guardian,
- to use the Services.

X. EFFECTIVE DATE AND CHANGES TO THIS PRIVACY POLICY

- § 10.1 Effective Date. This Privacy Policy becomes effective as of July 11th 2023.
- § 10.2 Changes. We may change this Privacy Policy from time to time. Laws, regulations, and industry standards evolve, which may make those changes necessary, or we may make changes to our services or business. We will post the changes to this page and encourage you to review our Privacy Policy to stay informed. If we make changes that materially alter your privacy rights, we will provide additional notice, such as via email or through the Services. If you disagree with the changes to this Privacy Policy, you should deactivate your User Account.

XI. INTERNATIONAL DATA TRANSFERS

- § 11.1 We may transfer your Personal Data to countries outside the European Economic Area (EEA). In this case we ensure that the level of protection specified by the GDPR is maintained.
- § 11.2 The processing pursuant to § 11.1 is based on a data processing contract that contains the standard contractual clauses, published by the Commission of the European Union.

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if you are below 18, you must not use the Services without you legal guardian's consent.

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please check regularly as this Privacy Policy might change over time.

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we have contracts in place to make sure that all your data is safe, even if it is processed outside the EEA.

XII. IDENTIFYING THE DATA CONTROLLER AND PROCESSOR

- § 12.1 Data protection law in certain jurisdictions differentiates between the “controller” and “processor” of information. In general, you are the controller of User Account Data and we are the processor of User Account Data and the controller of Other Information.

XIII. YOUR RIGHTS

- § 13.1 Individuals located in certain countries, including the European Economic Area and the United Kingdom, have certain statutory rights in relation to their personal data. Subject to any exemptions provided by law, you may have the right to request access to Information, as well as to seek to update, delete or correct this Information. We will strive to let you do this using the settings and tools provided in your Services account. If you cannot use the settings and tools, contact us for additional access and assistance.
- § 13.2 To the extent that our processing of your Personal Data is subject to the General Data Protection Regulation, or applicable laws covering the processing of Personal Data in the United Kingdom, we rely on our legitimate interests, described above, to process your data. We may also process Other Information that constitutes your Personal Data for direct marketing purposes, and you have a right to object to our use of your Personal Data for this purpose at any time.

XIV. DATA PROTECTION AUTHORITY

- § 14.1 Data Protection Authority. Subject to applicable law, you also have the right to
- (a) restrict our use of Other Information that constitutes your Personal Data; and
 - (b) lodge a complaint with your local data protection authority or the Austrian Data Protection Authority, which is our lead supervisory

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we acknowledge our responsibilities in handling your data and our crucial role in keeping it secure and safe.

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you have the right to know which personal data we hold regarding you as an individual.

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our handling of data protection matters is supervised by government authorities that you can turn to, if you have a question or concerns.

authority in the European Union. If you are a resident of the European Economic Area and believe we maintain your Personal Data within the scope of the General Data Protection Regulation (GDPR), you may direct questions or complaints to our lead supervisory authority:

Austrian Data Protection Authority

Barichgasse 40-42,

1030 Vienna

Austria / Europe

Telephone: +43 1 52 152-0

E-Mail: dsb@dsb.gv.at

- § 14.2 United Kingdom. If you are a resident of the United Kingdom and believe we maintain your Personal Data within the scope of the applicable laws relating to personal data in the United Kingdom, you may direct questions or complaints to the UK supervisory authority, the [Information Commissioner's Office](#).

XV. CONTACT INFORMATION

- § 15.1 Please also feel free to contact us if you have any questions about this Privacy Policy or our practices, or if you are seeking to exercise any of your statutory rights. We will respond within a reasonable timeframe. You may contact us at contact@jobtwins.work or at our mailing address below:

JobTwins Avatar GmbH, Auhofstraße 8/1/1, 1130 Wien, Österreich.

Name	Description	Creator	Purpose	Storage Duration	Legal Basis
_GRECAPTCHA	This cookie analyses the traffic that takes place through our websites and that may contain users' personally identifiable information to filter out parts of the traffic, messages and content that are considered SPAM.	Google reCAPTCHA (Google Ireland Limited)	Functional / Necessary	session duration	Art 6 (1)(f) GDPR
rc::a	This cookie analyses the traffic that takes place through our websites and that may contain users' personally identifiable information to filter out parts of the traffic, messages and content that are considered SPAM.	Google reCAPTCHA (Google Ireland Limited)	Marketing / Analysis	indefinite	Art 6 (1)(a) GDPR
rc::b	This cookie analyses the traffic that takes place through our websites and that may contain users' personally identifiable information to filter out parts of the traffic, messages and content that are considered SPAM.	Google reCAPTCHA (Google Ireland Limited)	Marketing / Analysis	session duration	Art 6 (1)(a) GDPR
rc::c	This cookies analyses the traffic that takes place through our websites and that may contain users' personally identifiable information in order to filter out parts of the traffic, messages and content that are considered SPAM.	Google reCAPTCHA (Google Ireland Limited)	Marketing / Analysis	session duration	Art 6 (1)(a) GDPR
JSESSIONID	This cookie provides registration and login services.	LinkedIn	Functional / Necessary	session duration	Art 6 (1)(f) GDPR

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bcookie	This cookie provides registration and login services.	LinkedIn	Functional	1 year	Art 6 (1)(f) GDPR
bscookie	This cookie provides registration and login services.	LinkedIn	Functional	1 year	Art 6 (1)(f) GDPR
lang	Dieses Cookie speichert die Spracheinstellung eines Benutzers und sorgt dafür, dass LinkedIn.com in der Sprache angezeigt wird, die der Benutzer in seinen Einstellungen ausgewählt hat.	LinkedIn	Functional / Necessary	session	Art 6 (1)(f) GDPR
AMP_TOKEN	This cookie tracks and analyzes how this website is used.	Google Ireland Limited	Marketing / Analysis	1 hour	Art 6 (1)(a) GDPR
SSESS<ID>	If you are logged in on this website, a session cookie is required to identify your browser.	jobtwins	Functional / Necessary	1 month	Art 6 (1)(f) GDPR
_ga	This cookie tracks and analyzes how this website is used.	Google Ireland Limited	Marketing / Analysis	2 years	Art 6 (1)(a) GDPR
_gac*	This cookie tracks and analyzes how this website is used.	Google Ireland Limited	Marketing / Analysis	3 months	Art 6 (1)(a) GDPR
_gat	This cookie tracks and analyzes how this website is used.	Google Ireland Limited	Marketing / Analysis	1 year	Art 6 (1)(a) GDPR
_gid	This cookie tracks and analyzes how this website is used.	Google Ireland Limited	Marketing / Analysis	1 year	Art 6 (1)(a) GDPR
_abck	This cookie provides protection against hackers.	Mailchimp	Functional / Necessary	1 year	Art 6 (1)(f) GDPR

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ak_bmsc	This cookie is used to distinguish between humans and bots. This is beneficial for the website, to make valid reports on the use of their website.	Mailchimp	Functional / Necessary	1 year	Art 6 (1)(f) GDPR
bm_sz	This cookie is used in context with the website's BotManager. The BotManager detects, categorizes and compiles reports on potential bots trying to access the website.	Mailchimp	Marketing / Analysis	1 year	Art 6 (1)(a) GDPR
_mcid	This cookie registers data on the visitor. The information is used to optimize advertisement relevance.	Mailchimp	Marketing / Analysis	1 Jahr	Art 6 (1)(a) GDPR
ads/ga-audiences	This cookie stores information for remarketing purposes.	Google Ireland Limited	Marketing / Analysis	Session	Art 6 (1)(a) GDPR
ads/ga-audiences	This cookie stores information for remarketing purposes	Google Ireland Limited	Marketing / Analysis	Session	Art 6 (1)(a) GDPR
_mc_anon_id	This cookie helps the functioning of our website.	Mailchimp	Functional	Session	Art 6 (1)(f) GDPR
_fbp	This cookie stores and tracks visits across websites.	Facebook	Marketing / Analysis	3 Monate	Art 6 (1)(a) GDPR
fr	This cookie provides add delivery or retargeting.	Facebook	Marketing / Analysis	3 Monate	Art 6 (1)(a) GDPR