

## Privacy policy for the blue Entertainment job portal

### Overview

We process general personal data about you, e.g. name and contact details. <b>Details: Item 4</b>	We process personal data that you provide to us. <b>Details: point 3</b>
We share your personal data with other companies that may use your data for the following purposes <b>Details: point 5, 6</b>	We process your personal data only within Switzerland. <b>Details: point 7</b>

### 1. general

blue Entertainment AG, Maschinenstrasse 10, 8005 Zurich, (hereinafter referred to as "blue") is responsible under data protection law for the processing of your personal data, which is processed as part of your application.

We respect your privacy and your personal rights. Therefore, the responsible and legally compliant handling of personal data is a matter of great concern to us.

### 2. Scope of application

This data protection declaration applies to all persons who apply spontaneously or for a job at blue or Entertainment Programm AG.

It describes how blue processes your personal data ("application data") in connection with your application and the application management system.

### 3. collection of application data

We usually collect application data directly from you (e.g. information in the application form, documents you submit such as CV or certificates, photos and information you disclose during the application process, interviews or assessments). We may also receive data from third parties (e.g. information from your references).

### 4. categories of data processed

We process the following categories of data in connection with your application for the purposes set out in section 5:

- Contact and identification data such as surname, first name, title, address, e-mail address, telephone number;
- Personal data such as gender, date and place of birth, nationality, residence status, work permit, marital status, language, family data, hobbies or interests;
- Professional history and education and training such as professional qualifications, certifications and experience, previous employers and their contact details, reference persons and their contact details;
- Compensation and benefits data such as salary level and amount, bonuses, insurance and other benefits;
- Electronic identification data such as profile picture, publicly accessible social media profiles (e.g. LinkedIn, XING profiles, own websites);

- Function-related additional data such as external mandates (e.g. board of directors mandates), political offices, criminal record or debt collection register excerpt may be required depending on the job profile. If this is the case, you will receive further information during the application process;
- Interaction and usage data (log files): Correspondence, recorded voice messages, date and time of a telephone conversation, domain visited, IP address of the end device used - date and time, website from which access was made, operating system of the end device used, the browser used for access as well as all information from the 'user agent' that the browser transmits to the server and the amount of data transmitted.

Under certain circumstances, you may wish or be required to provide us with personal data of third parties, e.g. information about references, names of an employee who drew your attention to the job offer. We would like to point out that if you pass on data about third parties, you are obliged to inform them about the passing on of their personal data to blue and to ensure the accuracy of the data concerned.

## **5. purposes of the processing of application data**

Your application data will be processed for the following purposes:

- Qualification of your job application:
  - Verifying your identity as well as your background, academic achievements or qualifications;
  - Carrying out assessments, tests or aptitude evaluations (assessments) that are appropriate for the relevant vacancy;
- Communication during interviews and application management (in person, by telephone or electronically);
- Pre-contractual negotiations, possibly conclusion of an employment contract;
- Allocation of a possible placement bonus: If you give the name of an employee of blue or Entertainment Programm AG who placed the job offer with you, this person will receive information about your applicant status (rejection or job offer) in connection with a possible placement bonus;
- Quality assurance and improvement of applicant management through statistical analyses of your application data in anonymised, aggregated form (e.g. gender and language, duration of the application process) as well as evaluation of the survey on the application process you went through;
- Combating misuse: This includes, in particular, evaluations to identify, prevent and eliminate misuse of the job portal;
- Compliance with legal requirements and assertion of legal claims: This includes, in particular, compliance with applicable laws and regulations or responding to requests from the competent courts and authorities, as well as asserting, exercising or defending legal claims.

## **6. categories of data recipients**

We may disclose or make available your application data (section 4) to recipients within and outside blue if this is necessary for the stated purposes (section 5) ("need-to-know" principle). These are in particular recipients of the following categories:

- Employees of HR Recruiting (blue and Swisscom): function-related for the exercise of the purposes listed in section 5;

- Future supervisors and possibly future team colleagues of yours: as part of the application process for the selection of a suitable person;
- Former employers or references: if we obtain information with your consent;
- Employees of blue and Entertainment Programm AG who brought the position to your attention: In connection with their job placement with you, they receive information about your application status (rejection, job offer);
- Service providers: for the provision of services, e.g. operating, maintenance and support services. As part of their service provision, they may also process or access your application data;
- Third parties in the context of fulfilling legal obligations: if this appears necessary or appropriate in order to comply with applicable laws and regulations or to verify compliance with them and to respond to requests from competent authorities;
- Entertainment Programm AG: in connection with your application and application management.

## **7. Data storage**

Your application data will be stored in a data centre in Switzerland.

## **8. cookies and third party cookies (cookies from third party providers)**

### **8.1. What are cookies and why and how are they used?**

The job portal we use uses cookies. These are small text files which are stored on your end device. Your browser accesses these files. Functional cookies are used to use the job portal, which are necessary so that a connection can be established between our website, which you are using, and the provider of our job portal. This provider operates our job portal in Switzerland from a technical point of view. This cookie also ensures that before you upload your application, the content of the application form is retained for a period of [1/2 day - 28 days], and attached files are retained for a maximum period of 8 days so that the data is available for later upload. This is in your interest so that you do not have to re-enter the data if you are unable to complete the application. If you do not visit the job portal again until after the above-mentioned period has expired, your language selection and your data will be deleted. This cookie is used so that you, as an applicant, can visit the job portal and experience it in a user-friendly way by not having to re-enter all application data.

If you do not want this, delete the application data from the application form before you leave the job portal. This cookie is a so-called "persistent" cookie that is stored on your end device for a period of 10 years and that you can also delete proactively in your browser. The 10 years is exclusively the lifetime of an ID, which does not allow any further conclusions after the deletion of the data, but is necessary for technical reasons. Another cookie, which is persistent for 10 years, stores whether you have clicked on the notice about the use of cookies. This is done on the basis of our legitimate interest in being able to prove whether you have clicked on our cookie notice.

No cookies are used for advertising purposes.

### **8.2. What data is collected?**

Cookies collect usage data that your browser transmits to our provider's servers and that are stored as server log files. This includes the following data:

- Visited domain
- IP address of the end device used - Date and time
- Website from which the access was made
- Operating system of the end device used

- The browser used for access as well as all information from the 'user-agent', which the browser transmits to the server.
- Amount of data transmitted

### **8.3. How can the use of cookies be prevented?**

Most internet browsers automatically accept cookies. However, you can instruct your browser not to accept cookies or to prompt you before accepting a cookie from a site you visit. You can also delete cookies from your computer or mobile device by using the appropriate function on your browser.

If you choose not to accept or disable cookies, you will still be able to use the Job Portal, but you will not be able to see certain information or use some features designed to enhance your visit.

### **9. storage period and data deletion**

Your application data will be stored and processed for as long as necessary to achieve the purposes for which it was collected (see section 5 above). As soon as the application process is completed, the application data will be deleted or, in the case of employment, transferred to the personnel master. If you still have ongoing applications, your application profile will remain active.

We reserve the right to retain data that we must keep due to applicable laws and regulations.

### **What rights do you have with regard to your application data?**

You have certain rights with regard to your application data processed by us, so that you can control or influence our processing:

**10.1. Information:** You have the right to obtain information about your application data processed by us at any time in writing and in principle free of charge.

**10.2. Correction:** You can request us to correct, complete or update your application data at any time and free of charge if it would otherwise not be correct.

**10.3. Objection and deletion:** You can request at any time that we stop processing your application data and delete it if we are not legally obliged to process or retain this data and if it is not necessary to complete the application process.

**10.4. Withdrawal of consent:** If we process your application data based on your consent, you can revoke this consent at any time. The revocation of consent does not affect the lawfulness of the processing that took place until the revocation.

### **11. Contact**

If you have any questions or concerns regarding point 10, you can contact us as follows:

- By email: [hr@blue.ch](mailto:hr@blue.ch)

### **12. how can we change this privacy policy?**

We reserve the right to adapt this data protection declaration at any time. The version published on the job portal will apply in each case.

This is a machine translation of the German version. In the event of misunderstandings or ambiguities, the German version shall apply.