

Privacy Policy

1. General Information

1.1 Overview

At Junior Enterprises Global (JE Global) we respect your privacy and your personal data. With this privacy policy we want to inform you about our data processing activities when

- you contact us online or offline (see section 7.3 Communication, contacting and collaboration)
- you apply for a job with us (see section 7.4 Recruitment Activities)
- we perform specific marketing activities, such as sending you our newsletter (see section 8.6 Marketing Campaigns (newsletters, surveys, mailings))
- you visit our website(s) and social media pages or use our mobile applications and platforms (see section 7.7 Social Plugins)
- you are a shareholder and use our online services (see section 8.9 Online services for shareholders)

As Junior Enterprises Global (JE Global) is based in the European Union, we adhere primarily to the EU General Data Protection Regulation (GDPR) but will also follow stricter national laws and regulations as they apply to data processing. You will find the specific details in Section 7 for the countries that have deviating regulations.

1.2. Personal Data

Personal data in the meaning of Art. 4 GDPR are all information relating to an identified or identifiable natural person, e.g., name, address, phone number, email address etc.

If you are conducting business with us, you may also be interested to learn how we process relevant information that does not qualify as person-identifiable information. A lot of this information forms a basis of our services and is processed in a digital manner via digital tools (mobile applications, web, email notification). All these applications require login credentials. You can also find more information in the privacy terms of the respective tools.

1.3 Controller

“Controller” means the natural or legal person, public authority, agency or other body which, alone or jointly with others, determines the purposes and means of the processing of personal data.

a. Responsible for the processing

In most of the cases:

Junior Enterprises Global (JE Global)
Rue du Croissant 11
75002 Paris
France

Data processing activities might occur under the responsibility of other controllers of the Junior Enterprises Global (JE Global). This is specifically the case, when you are interacting with local entities of the Junior Enterprises Global (JE Global).

For questions regarding the collection, processing or use of personal data relating to you; or in case of a withdrawal of an informed consent regarding the disclosure, correction, blocking or deletion of data, please contact us via:

E-Mail: legal@junioenterprises.org

or

Postal Address:

Junior Enterprises Global (JE Global)
c/o Confédération de Junior-Entreprises
Rue du Croissant 11
Paris
France

1.3 Your rights as data subject

Junior Enterprises Global (JE Global) will process your personal data in accordance with the rights of data subjects under relevant national or international law. You have the following rights:

- **Right of access**

Subject to certain exceptions, you have the right to request a copy of the Personal Data we are processing about you, which we will provide to you in electronic form. At our discretion we may require you to prove your identity before providing the requested information. If you require multiple copies of your Personal Data, we may charge a reasonable administration fee.

- **Right to Rectification**

You have the right to require that any incomplete or inaccurate Personal Data that we process about you is amended.

- **Right to Erasure (“right to be forgotten”)**

You have the right to request that we delete Personal Data that we process about you, unless we are required to retain such data in order to comply with a legal obligation or to establish, exercise or defend legal claims.

- **Right to Restriction of Processing**

You have the right to request that we restrict our processing of your Personal Data where:

- you believe such data to be inaccurate;
- our processing is unlawful; or
- we no longer need to process such data for a particular purpose, but where we are not able to delete the data due to a legal or other obligation or because you do not want us to delete it.

- **Right to Data Portability**

You have the right to request that we transmit the Personal Data we hold in respect of you to another controller, where this is:

- personal information which you have provided to us; and

- we are processing that data on the basis of your consent or in order to perform our obligations under contract to you (such as to provide legal services).
- under certain circumstances, **Right to Object**, unless we have legitimate grounds to continue the processing
Where the legal justification for our processing of your Personal Data is our legitimate interest, you have the right to object to such processing on grounds relating to your particular situation. We will abide by your request unless we have compelling legitimate grounds for the processing which override your interests and rights, or if we need to continue to process the data for the establishment, exercise or defense of a legal claim.
- **file a complaint with local supervisory data protection authority;**
- **withdraw your consent** at any time with effect for the future.

If you have consented to our processing of your Personal Data, you have the right to withdraw your consent at any time, free of charge. This includes cases where you wish to opt out from marketing messages that you receive from us.

To exercise your rights as a data subject, please contact our Regulatory & Compliance Department under legal@junioenterprises.org

We shall endeavor to respond to your request within 30 days. If more time is necessary, we will inform you. To allow us to verify your request, we might request proof of identification.

For more information on how we process your data when you contact us, see section 8.4.

2. Other recipients

In addition to us sharing your personal data with members of the Junior Enterprises Global (JE Global), we may share your personal data with the following recipients:

- agents operating on behalf of JE Global, and other affiliated entities;
- third parties (consignee, notify party, freight forwarder);
- supply and service providers, IT service provider and platform/hosting providers, consultants;
- supervisory authorities.

We only share your personal data with these recipients when it is necessary in accordance with the purpose of processing as described in more detail below under the respective processing activities.

We also may process and disclose your personal data if we determine that, due to legal requirements, law enforcement, litigation and/or requests from public and governmental authorities, or other issues of public importance, the disclosure and processing of your personal data is necessary and appropriate. These legal requirements (Art. 6 (1) GDPR) include, but are not limited to the following situations:

- for the purpose of preventing fraud, illicit trafficking, investigating and reporting criminal offenses (security screening background checks);
- for auditing purposes;

3. Transfer of the Personal Data

Your personal data may be transferred to and/or accessible globally by other Junior Enterprises Global entities and unaffiliated service providers, including in countries outside of the European Economic Area (EEA) in which the level of data protection may not be as high as within the EEA.

We comply with applicable legal requirements and provide an adequate level of data protection regardless of where the data are transferred or accessed. For transfers of personal data outside the EEA, we rely on appropriate international data transfer mechanisms and safeguards such as an adequacy decision or the Standard Contractual Clauses as approved by the European Commission. More information on this topic is published here: [International dimension of data protection - European Commission](#)

4. How long do we keep your personal Data?

We will retain the data for the period reasonably necessary to fulfill the purposes outlined in this Website Privacy Policy unless a longer retention period is required or permitted by law or subject to questions or complaints or official investigations that force us to retain the data for a longer period.

5. Security of your personal data

We use a variety of technical and organizational measures to help to protect your personal data from unauthorized access, loss, use, disclosure, alteration, or destruction in line with applicable data protection laws.

We work with a number of external partners and have taken contractual steps to ensure that all external service providers comply with the relevant IT security standards, including but not limited to the requirements of the GDPR. As an example we use SSL encryption over a HTTPS connection to ensure the security of your data.

6. Deviating National Law

As a non-profit organization situated in the European Union we commit ourselves fully to the GDPR. Because of the nature of our worldwide network we recognize that different countries govern deviating regulations.

6.1 Brasil

Junior Enterprises Global as a headquartered company in the European Union complies globally with the GDPR but in Brazil as well with the LGPD. We guarantee you all rights under GDPR as well as LGPD.

6.1.1 Non-discrimination:

You will never be discriminated against, or otherwise suffer any sort of detriment, if you exercise your rights.

6.1.2 Right to withdraw consent:

You have always the right to withdraw your consent if the data processing is based on your consent with immediate effect for the future. Upon receipt of your message, we will delete your data unless we are legally obliged or authorized to retain personal data relating to you. Please send your revocation notice to the address of our Data Protection Officer in Brazil.

6.1.3 Right to contact Data Protection Authority:

You have the right to complain about JE Global. You can find the contact to the responsible supervisory authority here:

ANPD – Autoridade Nacional de Proteção de Dados
ANPD's website: ANPD — Português (Brasil) (www.gov.br)

6.2 China

6.2.1 Overview

This Additional China Privacy Statement (the “China Privacy Statement”) sets forth JE Global disclosure obligations under Personal Information Protection Law of the People's Republic of China (“PIPL”). This China Privacy Statement provides the additional details regarding the information defined as „personal information” under PIPL further referred to as “Personal Information.”

To the extent Junior Enterprises Global processes any Personal Information subject to PIPL, JE Global will process such Personal Information in accordance with PIPL and any other applicable privacy related Chinese laws and regulations incorporated in PIPL by reference.

6.2.2 Our Legal Basis for Processing Personal Information

Junior Enterprises Global will process Personal Information in accordance with the principles of legality, legitimacy, necessity, and good faith. To the extent you voluntarily provide us with your Personal Information, we will process such information for the purposes for which it was provided to Junior Enterprises Global as set forth in the Junior Enterprises Global Privacy Statements. You are free not to provide Junior Enterprises Global with your Personal Information and can withdraw your consent at any time in the manner prescribed in the Contact Us Section of this China Privacy Statement. Where legally required (and where no other legal basis for processing exists), we will obtain your consent before processing your Personal Information. For example, if we want to process your sensitive Personal Information, or to process your Personal Information for a new purpose for which no other legal basis for processing exists, we will obtain your consent including separate consent or written consent as required by PIPL and related administrative regulations. If we process your Personal Information beyond the scope of this Privacy Statement, we will separately explain the purpose, method, and scope of such processing to you through mechanisms such as page tips, interactive processes, website announcements, etc., and obtain any additional consents as required by PIPL. Junior Enterprises Global may process your Personal Information without your consent, under any of the following circumstances:

- Where it is necessary for the conclusion or performance of a contract to which you are a party, or for the implementation of human resources management in accordance with the labor rules and regulations formulated in accordance with the law and the collective contract concluded in accordance with PIPL.
- Where it is necessary for the performance of statutory duties or statutory obligations.
- Where it is necessary for the response to a public health emergency or for the protection of the life, health and property safety of a natural person.
- Where it is necessary to process the Personal Information disclosed by you or other Personal Information that has been legally disclosed within a reasonable scope in accordance with the provisions of PIPL.
- Other circumstances stipulated by laws and administrative regulations.

6.2.3 How We Share Your Personal Information

JE Global will only share your Personal Information if we have obtained your separate consent as required by PIPL or in circumstances where your consent is not required according to laws and regulations.

6.2.4 Cross-Border Transfers of Personal Information

In principle, your Personal Information will be processed within the territory of the People's Republic of China. However, as a global initiative, Personal Information may be provided to our members, subsidiaries and/or affiliates including those established outside the territory of the People's Republic of China, to achieve global management of JE Global, to conduct jointly managed activities, and for internal business analysis and planning. We may also transfer your Personal Information to personal information processors and entrusted persons (e.g., service providers) located outside the territory of the People's Republic of China. We will take necessary measures required by law including entering into standard contractual clauses with the overseas recipient to stipulate the rights and obligations between us and ensuring the foreign receiving party provides adequate protection for the Personal Information under applicable laws. We will separately obtain your consent and provide detailed information about the cross-border transfer of your Personal Information, as required by PIPL. You can contact us through the contact information listed below.

6.2.5 Your Privacy Rights

Under PIPL, you have the following rights:

- Right to be informed: You have the right to know the processing of your Personal Information.
- Right to access and copy: You can request access to your Personal Information or obtain a copy of your Personal Information.
- Right to delete: You can request the deletion of your Personal Information in certain circumstances (for example when you withdraw your consent, or the purpose of Personal Information processing has been achieved, it is impossible to achieve such purpose, or it is no longer necessary to achieve such purpose).
- Right to transfer: You can transfer your Personal Information to a personal information processor designated by you when it meets the conditions stipulated by the authorities.
- Right to make decisions, restrict and refuse: You can make decisions on the processing of your Personal Information, and restrict or refuse JE Global to process your Personal Information.
- Right to withdraw your consent: Where processing of your Personal Information is based on your consent, you can withdraw your consent at any time. Please understand that each service needs some basic Personal Information to be processed. After you withdraw your consent, JE Global will not process the relevant Personal Information, and cannot provide you with the corresponding services as a result. However, withdrawal of consent by you will not affect the previous Personal Information processing based on your authorization.

You can exercise the above rights by contacting us as explained in the Contact Us section. We will respond to your request with reasonable explanation within the time limit specified by PIPL or inform you of the alternate ways of resolving the issue or request.

We will not be able to respond to your request under the following circumstances:

- Related to our compliance with obligations under the laws and regulations.
- Directly related to national security or defense security.
- Directly related to public security, public health or major public interests.
- Directly related to criminal investigations, prosecutions, trials and enforcement of court decisions, etc.

- Where we have sufficient proof that you have subjective malice or abuse of rights.
- For the purpose of safeguarding your life, property and other important legal rights and interests or those of other individuals but it is difficult to obtain consent.
- Responding to your request will cause serious harm to your legitimate rights and interests, or those of other individuals or organizations.

6.2.6 Contact Us

If you have any questions or concerns regarding JE Global Privacy Statements, you may write to us at legal@junioenterprises.org

7. Details of Processing

7.1 Contracting Partners

Purpose/information

With regard to the cooperation with our service providers (e.g from Information Technology services), we might collect personal information. In general, we only process information about the company but it might also include personal information of the contact person.

Personal data, which is processed, and only to the extent an identifiable person can be linked to such content, may include but is not limited to:

- Individual and business contact information (such as name, company name, physical address, email address, and telephone or fax number)
- Payment information and financial information (such as bank-account numbers)
- Other personal information, such as records of our communication (see section 8.4).

Subjects

Direct contractual parties (suppliers, service providers)

Recipients

- Internally

- The departments or JE Global entities you cooperate with or provide services to
- The departments involved in procuring, executing, or terminating the service provision
- Externally
 - Hosting/portals/information service providers
 - Other subcontractors who process personal data on our behalf
 - Authorities (see section 2)

Transfers to third countries are possible (see section 3).

Retention

See section 4.

Legal basis

- To fulfill the contract between the parties (Art. 6 (1) (b) GDPR)
- Legitimate interest (Art. 6 (1) (f) GDPR):
 - To the extent necessary for the initiation of a contractual relationship and you provide your information voluntarily to us
 - To communicate with you, to the extent that an ongoing business relationship with you or your employer already exist so to enforce legal claims, including debt collection and defense in the event of legal disputes
 - To comply with a legal obligation (art. 6 (1) (c) GDPR) (see section 2).

7.2 Communication, Collaboration and Contacting

Purpose/information

When you contact us (e.g., by email or by phone), to request information about our services or when we exchange information, we use your personal data to document the communication, answer your requests, improve the quality of our services and other business-related purposes.

Personal data might include name, email, phone number, address, preferred language, your position, correspondence, voice recording, or other information submitted during the conversation and communication.

Cookies used: Type A. More information can be found in the “Cookies/Tools” section.

Subjects

All individuals with whom we communicate, collaborate, and/or contact us.

Recipients

- Internally
 - The departments or JE Global entities you communicate or collaborate with or whom you contact
 - The departments involved in communicating, collaboration or contacting
- Externally
 - Hosting/portals/ information service providers
 - Shipping service providers (for postal services)
 - Other subcontractors who process personal data on our behalf
 - Authorities (see section 4).

Transfers to third countries are possible (see section 3).

Retention

See section 4.

Legal Basis

- To fulfill our contractual obligations, in relation to our customers and suppliers, service providers (art. 6 (1) (b) GDPR)
- In case of telephone recordings: consent (art. 6 (1) (a) GDPR)
- To comply with a legal obligation (art. 6 (1) (c) GDPR) (see section 2).
- Legitimate interest (art. 6 (1) (f) GDPR):
 - To process your requests and inquiries
 - For internal verification
 - To improve the quality of our services
 - To exercise, establish or defend our legal rights or duties

7.3 Recruitment Activities

If you apply to one of our open positions published in our recruiting site, by sending us contact details and CV via the relevant application form or through any other means provided by us (e.g., social media), we will collect your

personal data as applicant. We may also use retargeting mechanisms for recruitment activities.

To check the suitability of applicants, we carry out aptitude tests for occupational groups. These tests deal with various areas of knowledge and serve as a performance test to better assess the previous knowledge and certain skills of the applicants, they are adapted to the respective position of the applicants. Tests are conducted pseudonymously and only JE Global is able to match the results to the applicants. For the purpose of carrying out the application process, registration for the talent pool as well as the initiation of an employment relationship, we process your data required.

You can provide the following information as part of your application to us:

- Individual contact information for communication (such as name, company name, physical address, email address, and telephone or fax number)
- Contact details (name, e-mail address, postal address, telephone number)
- CV data
 - school education
 - vocational training
 - professional experience
 - language skills
- Publicly accessible social profiles (e.g. XING, LinkedIn, Facebook)
- Documents related to applications (application photos, cover letters, certificates, work certificates, work samples, etc.)
- Documents and test responses and results related to assessments online and offline.

Cookies used: Type A. More information can be found in the “Cookies/Tools” section.

Subjects

Applicants.

Recipients

- Internally
 - The departments or JE Global you apply for
 - The departments involved in the recruitment process

- Externally
 - Hosting/portals/ information service providers
 - Online assessment service providers (pseudonymized)
 - Shipping service providers (for postal services)
 - Other subcontractors who process personal data on our behalf
 - Authorities (see section 4).

Transfers to third countries are possible (see section 3).

Retention

Your data will be stored for the duration of the application process and in accordance with legitimate retention periods after completion of the application process. In case of a cancellation, the data will be kept for 6 months. After the retention period has expired, the data is completely anonymised. If the processing is based on consent or legitimate interest, your data will be deleted after withdrawal of consent or legitimate objection.

Legal Basis

- carrying out the application procedure and the initiation of an employment relationship (Art. 6 (1) (b) GDPR)
- consent (art. 6 (1) (a) GDPR)
 - Subscribe to notifications via newsletter
 - Invite to Talent Pool following an unsuccessful application or by clicking the Contact Us button to be contacted for similar or otherwise suitable job openings.
- To comply with a legal obligation (art. 6 (1) (c) GDPR) (see section 2).
- Legitimate interest (art. 6 (1) (f) GDPR):
 - use of the applicant management system
 - To improve the quality of our services
 - To exercise, establish or defend our legal rights or duties

7.4 Marketing Campaigns

Purpose/information

If you subscribe to one of our newsletters or direct marketing communications, we might process the following personal data: individual and business-contact information (such as name, company name, physical address, email address, and telephone or fax number), content and preferences related to marketing communication, cookie and browser related

information. If you subscribe to one of our newsletters, we offer you the option to define in a preference center what you are most interested in.

You may choose to unsubscribe at any time from such marketing communications by following the opt-out options as described in the respective marketing communication or cookies. When unsubscribed, you will not receive further direct marketing from us.

Marketing communications can be done through different channels (emails, postal letters, social media, etc.).

We also send out mailings to our members and business partners to take part in promotional activities, including events, to provide updates to our services etc. In this context, we might process the following personal data: individual and business-contact information (such as name, company name, physical address, email address, and telephone or fax number), and browser related information.

When you participate in one of our surveys (e.g., about our services, events we organise), including non-anonymous surveys, we might process the following personal data: your name, your contact details, your answers, as well as details how you connected to the survey website, including data and time when you were connected.

Cookies used: Type A. More information can be found in the “Cookies/Tools” section.

Subjects

Customers, potential customers, vendors, other business partners, employees, press, other stakeholders

Recipients

- Internally
 - The departments or JE Global entities providing or facilitating the marketing communication
 - The departments involved in procuring, executing, or terminating the marketing service provision
- Externally
 - Hosting/portals/information service providers
 - postal service provider
 - Other subcontractors who process personal data on our behalf

- Authorities.

Transfers to third countries are possible.

Retention

See section 4.

Legal Basis

- In case of non-anonymous surveys and certain marketing communications to (potential) customers, vendors, employees, business partners and stakeholders: consent (art. 6 (1) (a) GDPR)
- To comply with a legal obligation (art. 6 (1) (c) GDPR) (see section 2)
- Legitimate interest (art. 6 (1) (f) GDPR):
 - To promote our services and to existing customers and build our commercial relationship with our vendors, business partners and stakeholders, and keep them informed;
 - To understand how customers, vendors, employees, business partners and other stakeholders perceive our services, participants of our events in order to improve them;
 - We will include an opt-out option for marketing activities to existing customers, vendors, employees, business partners and stakeholders.

7.5 Automatically Generated Personal Data

Purpose/information

Using our websites may lead to an automatic processing of personal data relating to you.

Cookies used: Type A. More information can be found in the “Cookies/Tools” section.

Processing is carried out in a way which does allow your identification, as we are potentially able to link between such metadata and data directly relating to you (= identifiable data). Personal data may include but is not limited to:

- date and time of access,
- the name of your provider
- your IP address,
- browser type and version,
- operating system,

- system software,
- websites visited before, including keywords used for searches and the sites from which you have been transferred to our site (e.g., search engine or linked content).
- Clicking behavior: If you subscribe to our newsletter, we will, due to technical reasons, automatically track whether you opened our newsletter, and whether you have accessed the newsletter content which had been linked in our newsletter (both internal and external links).

Subjects:

Any individual visiting our website, subscribed to our newsletter, or using any website/digital technology.

Recipients

- Internally
- Externally:
 - Hosting/portals/ information service providers
 - Authorities (see section 2)

Transfers to third countries are possible (see section 3).

Retention

See section 4.

Legal basis:

- Legitimate interest (art. 6 (1) (f) GDPR): automatic processing is solely carried out in order to monitor the technical performance, reliability and security of our system.
- To comply with a legal obligation (art. 6 (1) (c) GDPR) (see section 2)

7.6 Social Plugins

Purpose/information

Our website contains hyperlinks to social media (so called "social plugins") operated by third parties. The functionality of these social plugins, in particular the transfer of information and user data is not activated by visiting our website, but only by clicking the hyperlinks (social plugins). Once you click on any of these links, the plugin of the respective social media tool will be activated, and your browser will establish a direct connection with the server

of this social media tool. If you click on the social plugin while you are visiting our website, a transfer of your user data to the respective social media network and the processing of your data through the social media network may occur. If you activate any of the social media plugins on our website while you are at the same time simultaneously logged into the respective social media tool with your personal account for that social media tool, the information that you have visited our website and that you have clicked the plugin on our website may be transferred to the social media tool and may be processed and stored in relation to your account with this social media tool.

To prevent such processing in relation to your account with the respective social media tool, you need to log out of your account before clicking the plugin link. You may also prevent the activation of social media plugins by adjusting the add-on settings of your browser, for example, by installing a so-called script-blocker such as „NoScript“ (<http://noscript.net/>).

To the extent that such plugins qualify as cookies, please review our dedicated Section 11 on cookies.

Cookies used: Type A. More information can be found in the “Cookies/Tools” section.

Subjects:

Any website visitors activating the social plugins.

Recipients

Internally: Marketing, Communications, Digital Business, HR

Externally:

- Hosting/portals/ information service providers
- Social networks

Social networks of JE Global

Company	Purpose	Details	Policies
LinkedIn	Retargeting	LinkedIn is operated by LinkedIn Inc., 2029 Stierlin Court, Mountain View, CA 94043, USA	https://www.linkedin.com/legal/cookie-policy

Facebook	Retargeting	Facebook is operated by Meta Platforms Ireland Limited, Hanover Reach, 5-7 Hanover Quay, Dublin 2, Ireland	https://developers.facebook.com/docs/plugins
Instagram	Retargeting	Meta Platforms Ireland Limited, Hanover Reach, 5-7 Hanover Quay, Dublin 2, Ireland	https://help.instagram.com/1896641480634370
Youtube	Retargeting	Meta Platforms Ireland Limited, Hanover Reach, 5-7 Hanover Quay, Dublin 2, Ireland	https://policies.google.com/technologies/product-privacy and https://www.google.de/intl/de/policies/privacy
X (formely Twitter)	Retargeting	Twitter Inc., 1355 Market St, Suite 900, San Francisco, CA 94103, USA	https://twitter.com/about/resources/buttons

Transfers to third countries are possible (see section 3).

Retention

The deletion is in the responsibility of the main service providers.

Legal basis:

Consent (art. 6 (1) (a) GDPR)

8. Hyperlinks

The website of JE Global may contain hyperlinks, which refer you to content provided on websites operated by third parties. As JE Global is not legally responsible for the content and the data protection compliance of such

third-party-operated websites, we kindly ask you to closely pay attention to the respective privacy terms of these third-party-operated websites.

9. Use of cookies and website/Digital Technologies

9.1 IP addresses

An IP address is a number that is used by computers on the network to identify your computer every time you log on to the Internet. We may record IP Addresses for the following purposes: (i) troubleshoot technical concerns, (ii) maintain website safety and security (iii) better understand how our websites are utilized, and (iv) to better tailor content to your needs depending on the country you are in.

9.2 Log Files

JE Global (or a third party on our behalf) may collect information in the form of logs files that record website activity and gather statistics about a user's browsing habits. These entries are generated anonymously, and help us gather (among other things) (i) a user's browser type and operating system, (ii) information about a user's session (such as the URL they came from, the date and time they visited our website, and which pages they've viewed on our website and for how long), and, (iii) other similar navigational or click-stream data.

9.3 Web Beacons

We may use web beacons (or clear GIFs) on the Sites. Web beacons (also known as "web bugs") are small strings of code that provide a method of delivering a graphic image on a web page for the purpose of transferring data back to us. The information collected via web beacons may include information about how a user responds to an email campaign (e.g. the time the email is opened, where does the user link to from the email, etc.). We use web beacon information for a variety of purposes, including, site traffic reporting, unique visitor counts, advertising and email auditing and reporting, and personalisation.

9.4 Cookies Policy

9.4.1 What are Cookies?

Cookies are small text files that are placed on your computer by websites that you visit. They are widely used to facilitate and to improve the use of our website, or work more efficiently, as well as to provide information to the owners of the site.

See below for details on what information is collected by cookies and how we use that information.

9.4.2 How does JE Global use Cookies?

JE Global uses cookies to gain a better understanding of how visitors use this website. Cookies help us tailor JE Global websites to your personal needs, to improve their user-friendliness, gain customer satisfaction feedback on our websites (through designated partners) and to communicate to you elsewhere on the web. To enable this some cookies are applied when you enter our sites.

JE Global keeps all the information collected from cookies in a non-personally identifiable format. JE Global cookies located on your computer do not retain your name or your IP address.

We have summarized relevant information related to our use of cookies in these Privacy Terms. We also provide details on our cookies in the consent management window that is automatically opened once you enter our website that use cookies.

By using a JE Global Site, you accept our use of cookies and other tracking technology for the provision of the JE Global Site in accordance with this notice. If you do not agree to our use of cookies and other tracking technology in this way, you should set your browser settings accordingly or not use the JE Global Site. If you disable cookies that we use, this may impact your user experience while on the JE Global Site.

For cookies which require consent, we will ask for your consent via the cookie banner. You can access and adjust the cookie settings at any time.

When using a mobile device to connect to the Internet, you should also refer to the privacy notice of the specific App you are using to understand its specific data collection practices.

9.4.3 How can I adjust my cookie settings?

You can adjust your cookie settings related to JE Global Sites at any time in our Cookie Settings/Privacy Preference Center with immediate effect for the future. Furthermore, you may block cookies, change the settings of your browser add-ons. For more information your browser you can click the following links:

- [Mozilla Firefox](#)
- [Internet Explorer](#)
- [Google Chrome](#)
- [Opera](#)
- [Safari](#)

Please ensure that your computer setting reflects whether you are happy to accept cookies or not. You can set your browser to warn you before accepting cookies, or you can simply set it to refuse them, although you may not have access to all the features of this website if you do so. See your browser 'help' button for how you can do this. You do not need to have cookies on to use or navigate through many parts of this and other JE Global websites. Remember that if you use different computers in different locations, you will need to ensure that each browser is adjusted to suit your cookie preferences. For useful information on cookies, see AboutCookies.org.

9.4.4 Which Cookie Category does JE Global use?

Necessary Cookies

These cookies are necessary for the website to function and cannot be switched off in our systems. They are usually only set in response to actions made by you which amount to a request for services, such as setting your privacy preferences, logging in or filling in forms. You can set your browser to block or alert you about these cookies, but some parts of the site will not then work. These cookies do not store any personally identifiable information.

Functional Cookies

These cookies enable the website to provide enhanced functionality and personalisation. They may be set by us or by third party providers whose services we have added to our pages. If you do not allow these cookies then some or all of these services may not function properly.

Performance Cookies

These cookies allow us to count visits and traffic sources so we can measure and improve the performance of our site. They help us to know which pages are the most and least popular and see how visitors move around the site. All information these cookies collect is aggregated and therefore anonymous. If you do not allow these cookies we will not know when you have visited our site, and will not be able to monitor its performance.

Targeting Cookies

These cookies may be set through our site by our advertising partners. They may be used by those companies to build a profile of your interests and show you relevant adverts on other sites. They do not store directly personal information, but are based on uniquely identifying your browser and internet device. If you do not allow these cookies, you will experience less targeted advertising.

Social Media Cookies

These cookies are set by a range of social media services that we have added to the site to enable you to share our content with your friends and networks. They are capable of tracking your browser across other sites and building up a profile of your interests. This may impact the content and messages you see on other websites you visit. If you do not allow these cookies you may not be able to use or see these sharing tools.

9.4.5 Cookies used for the Website

Cookie Name	Platform	Description
YSC	Youtube	Registering a user ID
PREF	Youtube	Registering a user ID
GPS	Youtube	Registering the GPS signal
VISITOR_INFO1_LIVE	Youtube	Scaling the user spectrum
SIDCC	Youtube	Saving information on viewed ads
SAPISID	Youtube	Profiling the user interests
NID	Google Maps	Adjusting ads to your liking
JSESSIONID	Browser	User Session

bcookie	LinkedIn	Browser ID cookie
lang	LinkedIn	Saving preferred language
bscookie	LinkedIn	Browser security cookie
csrftoken	Instagram	Preventing falsifications of request
mid	Instagram	Allocating user ID
rur	Instagram	Guaranteeing the functionality of Instagram
urlgen	Instagram	Marketing purposes
dpr	Facebook	Make social plugins work
fr	Facebook	Make social plugins work

9.5 Privacy Policy of integrated services

To use the website to the best of our ability we use integrated services to improve the site and elevate your experience.

9.5.1 Google Maps

Usage

We use Google Maps from Google Inc. on our website. Google Ireland Limited (Gordon House, Barrow Street Dublin 4, Ireland) is responsible for all Google services in Europe. Google Maps enables us to show you locations better and thus adapt our service to your needs. By using Google Maps, data is transmitted to Google and stored on Google servers. All our efforts on this site are aimed at providing you with a useful and meaningful time on our website. By integrating Google Maps, we can provide you with the most important information on various locations. You can see at a glance where we are based. The directions always show you the best or quickest way to reach us. You can call up the directions for routes by car, public transport, on foot or by bike. For us, providing Google Maps is part of our customer service.

Which data is processed?

In order for Google Maps to provide its full service, the company must collect and store data from you. This includes the search terms entered, your IP address and also the latitude and longitude coordinates. If you use the route planner function, the start address you enter will also be saved. However, this

data storage takes place on the Google Maps websites. We can only inform you about this, but cannot influence it. Since we have integrated Google Maps into our website, Google sets at least one cookie (name: NID) in your browser. This cookie stores data about your user behavior.

9.5.2 Google Analytics

Usage

We use the analysis tracking tool Google Analytics (GA) of the American company Google Inc. on our website. For the European area, the company Google Ireland Limited (Gordon House, Barrow Street Dublin 4, Ireland) is responsible for all Google services. Google Analytics collects data about your actions on our website. The reports we receive from Google Analytics allow us to better customize our website and service to your needs.

Which data is processed?

Google Analytics uses a tracking code to create a random, unique ID that is linked to your browser cookie. This is how Google Analytics recognizes you as a new user. The next time you visit our site, you will be recognized as a “returning” user. All collected data is stored together with this user ID. This is what makes it possible to evaluate pseudonymous user profiles in the first place. Identifiers such as cookies and app instance IDs are used to measure your interactions on our website. Interactions are all types of actions that you perform on our website. If you also use other Google systems (such as a Google account), data generated via Google Analytics may be linked to third-party cookies. Google does not pass on Google Analytics data unless we as the website operator authorize this. Exceptions may be made if required by law.

Name of cookie	purpose
_ga	Saving user ID
__gid	Differentiate the users
_gat_gtag_UA_	Lowering the request rate
AMP_TOKEN	Requesting the user ID from AMP Client
__utma	Following the user ID on the website
__utmt	Lowering the request rate
__utmz	Setting new sessions from returning

	users
__utmb	Setting new sessions
__utmz	Identification of user sources
__utmv	Saving user specific data

This overview makes no claim to completeness.

9.5.3 Google Fonts

In line with the 2022 ruling in Germany regarding Google Fonts, our website prioritizes user privacy and ensures that personal data, including IP addresses, are not automatically transmitted to external servers, such as those operated by Google, without explicit consent. To achieve this, we host Google Fonts locally on our servers rather than fetching them from Google's servers, thereby preventing the inadvertent transfer of data to third-party services. This approach safeguards user information and adheres to stringent privacy requirements, including those established by the General Data Protection Regulation (GDPR) in Europe. We remain committed to regularly reviewing and updating our practices to ensure ongoing compliance with all relevant data protection laws.