

Privacy Policy for Client Companies

campcomp GmbH / Tempstr & Tempcloud

1. Data controller

The party responsible for the processing of personal data under the Swiss Federal Act on Data Protection (FADP/DSG, SR 235.1) is:

campcomp GmbH Aargauerstrasse 157 4600 Olten contact@tempstr.ch Operator of the Tempstr platform (<https://tempstr.figma.site/>) Switzerland

(hereinafter "campcomp", "we" or "us")

If you have any questions about data protection, please contact us using the contact details given on our website.

2. Applicable law

The processing of personal data by campcomp is governed exclusively by:

- the Swiss Federal Act on Data Protection (FADP/DSG, SR 235.1) in the version in force since 1 September 2023,
- the Data Protection Ordinance (DPO/DSV, SR 235.11),
- the Code of Obligations (CO/OR, SR 220) as regards bookkeeping and contractual retention obligations,
- the Federal Act on Employment Services and the Hiring of Services (AVG, SR 823.11) for the staff-leasing service.

3. What personal data do we process?

3.1 Company and invoicing data

In the course of registration on Tempcloud (www.tempcloud.com) and for the business relationship, we collect:

- Company name and legal form
- Business address (street, postcode, city)
- VAT number
- General company contact data (email, telephone)

3.2 User data

For each user that you create in Tempcloud, we process:

- First name and surname
- Email address (used as login identifier)
- Access logs and login timestamps (for security purposes)

3.3 Contract and transaction data

- Assignment requests and orders posted via Tempcloud
- Communication relating to ongoing and past assignments
- Invoicing and payment data

3.4 Worker profile data (in the application context)

Authorised users of your company have access on Tempcloud to the following profile data of pool workers who have applied to your posted assignments and have given their consent for this purpose:

- Surname and first name
- Professional qualifications and certificates
- Client reviews from past assignments
- Number of assignments performed
- CV (only where expressly released by the person concerned)

This data may be used exclusively for the assessment of the applications received, and may not be further processed or stored for other purposes.

4. Purposes of data processing

4.1 Performance of contract (Art. 31 para. 2 lit. a FADP)

The greater part of the data processing serves the performance of our contractual services:

- Registration and management of your company account on Tempcloud
- Posting, coordination and handling of staff-leasing assignments
- Invoicing and payment processing
- Communication relating to assignments and applications

4.2 Statutory obligations (Art. 31 para. 2 lit. c FADP)

- Retention of contract documents and invoicing records (Art. 958f CO, 10 years)
- Compliance with reporting obligations vis-à-vis authorities
- Compliance with the requirements of the Federal Act on Employment Services and the Hiring of Services (AVG)

4.3 Overriding legitimate interests (Art. 31 para. 1 FADP)

In the following cases, processing is based on our overriding legitimate interests, which are not outweighed by your interest in data protection:

- Secure operation and continued development of the Tempstr and Tempcloud platforms
- Quality assurance and improvement of our services
- Protection against abusive use and fraud
- Assertion, exercise and defence of legal claims

5. Disclosure of personal data

5.1 Data processors

For the operation of our services, we engage the following data processors, which process personal data exclusively under our instructions and are contractually bound to comply with the FADP:

- **Tempcloud** (www.tempcloud.com): platform for posting and managing assignments; your company and user data is hosted here.
- **Staffcloud AG** (www.staff.cloud): software for internal staff scheduling; GDPR-compliant and operated with comprehensive security measures.

5.2 Authorities

In the event of a legal obligation or a lawful order from the authorities, personal data may be disclosed to the competent authorities (e.g. tax authorities, criminal-prosecution authorities).

5.3 No disclosure for third-party interests

Your personal data is not sold or disclosed to third parties for their own commercial purposes.

6. Disclosure of personal data abroad

Where personal data is disclosed abroad as part of the operation of our systems (e.g. cloud services), we ensure in accordance with Art. 16 and 17 FADP that an adequate level of data protection exists in the recipient country — either based on a corresponding determination by the FDPIC (EDÖB), or through appropriate safeguards such as standard contractual clauses.

7. Retention and deletion

Personal data is retained only for as long as is necessary for the relevant processing purpose or for as long as statutory retention obligations apply:

- Invoicing and contract documents: 10 years after the end of the financial year (Art. 958f CO)
- User data on Tempcloud: until deletion of the account, at the latest 3 years after the last activity

- Worker profile data from the application context: deletion no later than 6 months after the end of the assignment or rejection of the application
- Access logs: deletion after 12 months

After the applicable retention periods have expired, personal data is securely deleted or anonymised.

8. Data security

campcomp and the engaged data processors take appropriate technical and organisational measures pursuant to Art. 8 FADP to protect your personal data:

- Encrypted data transmission (TLS/HTTPS)
- Access control and role-based access concepts on Tempcloud
- Regular security audits of the systems used
- Contractual data-protection obligations on all data processors

As a client company, you are responsible for ensuring that only authorised persons of your company have access to your Tempcloud account, and that access credentials are kept securely. Departing employees must be deactivated as users without delay.

9. Your responsibility as data controller

Where, as a client company, you record personal data of your own employees or representatives in Tempcloud, you act in this respect as the data controller within the meaning of Art. 5 lit. j FADP. You are required:

- to ensure that there is a legal basis for the recording and processing of this personal data,
- to inform the data subjects appropriately about the processing,
- to limit access rights to what is operationally necessary,
- to deactivate or delete the user accounts of departing persons without delay.

10. Your rights under the FADP

As a data subject (e.g. as a registered user of a client company), you have the following rights vis-à-vis campcomp:

- **Right of access** (Art. 25 FADP): information about the personal data we hold about you.
- **Right to rectification** (Art. 32 FADP): correction of inaccurate or incomplete personal data.
- **Right to erasure** (Art. 32 FADP): deletion of your personal data, provided no statutory retention obligations stand in the way.
- **Right to restriction of processing** (Art. 32 FADP): restriction of data processing under certain conditions.

- **Right to data portability** (Art. 28 FADP): provision of your personal data in a common electronic format.
- **Right to object**: objection to processing based on overriding legitimate interests.

To exercise your rights, please contact us in writing. We will reply to your request within 30 days. In duly justified exceptional cases, this deadline may be extended by a further 30 days; we will inform you accordingly.

11. Right to lodge a complaint with the FDPIC

If you consider that campcomp does not process your personal data in compliance with the law, you may request an investigation of the facts under Art. 49 FADP from the Federal Data Protection and Information Commissioner (FDPIC / EDÖB):

Federal Data Protection and Information Commissioner (FDPIC / EDÖB) Feldeggweg 1, 3003 Bern
www.edoeb.admin.ch

12. Changes to this Privacy Policy

campcomp reserves the right to amend this Privacy Policy at any time when the legal basis, our services or the systems used change. The version in force from time to time is available on our website. In the event of material changes, we will inform you separately as a client company.

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