

Data Protection Notice.

introduction

This data protection notice applies to the processing of personal data we collect when you visit our website, use our mobile app, when we provide you our Services and the processing of personal data of persons who work for companies with which we conduct (or intend to conduct) business.

Your privacy and the security of your personal data is important to Randstad (Switzerland) Ltd., Swiss Jobs Ltd., Randstad Digital Switzerland AG, Randstad Sourceright AG and the rest of the Randstad Group companies (**Randstad**). We are responsible for ensuring that all personal data entrusted to us is processed in accordance with applicable data protection legislation.

This notice explains who we are, for what purposes we may use your personal data, how we handle it, to whom we may disclose it (such as clients, service providers and/or other Randstad Group Companies), where it may be transferred to or accessible from and what your rights are.

about Randstad

Randstad (referred to in this notice also as: "we" or "us"), will process your personal data in accordance with this data protection notice (such personal data sometimes also referred to as "information").

Except as otherwise set out below, Randstad is the controller of the personal data ('controller' within the meaning of applicable data protection legislation).

For the efficient operation and management of our business, Randstad Group Companies may in certain instances jointly define the purposes and means of Processing Personal Data therefore acting as joint controllers ('joint controllers' within the meaning of relevant data protection legislation). The contents of the Joint Controllership Agreement between the [Randstad Group Companies](#) are available at [this link](#).

Please contact us (see the section "Contact us" below) if you want to know more about these jointly-controlled processing activities or would like to receive a summary of the joint controllers' roles and responsibilities and/or exercise your data protection rights regarding any jointly-controlled processing of your personal data.

website visitor and app user

When you visit our website or myRandstad app, we collect some information related to your device, your browser and to the way you navigate our content, as well as profile and information gathered by using one of our features (such as availability, shift scheduling, calendar integration, timesheets, payslips, contracting, inbox).

We may use cookies to collect this personal data. Cookies are small text files that are saved on your device when you visit our website or app. Cookies enable the website and app to remember your actions and preferences (for example, your choice of language) and recognize you when you return, so that we may analyze trends, determine your areas of interest and administer our website in order to speed up the navigation process and to make your site experience more efficient.

Furthermore, you may interact with a chatbot or similar technology on our website or app, such as when seeking answers to questions, requesting help regarding log in, job application or navigating to relevant links. When using our chatbot, you may engage with a virtual assistant powered by generative AI. We will inform you, at the latest during your first interaction, if you are communicating with a generative AI system.

What personal data do we collect and Why do we need your personal data

When you visit our website or myRandstad app, we gather information that relates to your device, your browser and to the way you navigate our website and app content for the purposes below:

Purpose(s) for processing	Categories of personal data	Legal basis for processing
To manage the website and the app and for system administration purposes (e.g., also for diagnosing technical problems, analyze the traffic to our website)	Device Usage Data: Internet Protocol (IP) address of your device, IP address of your Internet Service Provider, device screen resolution, device type (unique device identifiers), browser and operating system versions, geographic location (country only), preferred language used to display, date and time of access to the website and app, internet address from which you were directly linked through to our website, operating system that you use, parts of the website or app that you visit, pages of the website or app that you have visited and the information that you viewed, hyperlinks you have clicked, material that you send to or download from our website.	Legitimate interest of managing our website and our app, marketing and communications strategy.
For web and app analytics, in order to optimize the user experience (analyzing the way our pages are visited, analyzing trends, observe and measure how our visitors engage with our website and/or app) and the quality of the content provided to you (e.g., job posting)	Device Usage Data: Internet Protocol (IP) address of your device, IP address of your Internet Service Provider, device screen resolution, device type (unique device identifiers), browser and operating system versions, geographic location (country only), preferred language used to display, date and time of access to the website or app, internet address from which you were directly linked through to our website, operating system that you use, parts of the website or app that you visit, pages of the website or app that you have visited and the information that you viewed, hyperlinks you have clicked, material that you send to or download from our website.	Legitimate interest of improving our website and app, marketing and communications strategy.
To send you the content requested, to communicate with you (including, where you agree, to send you related information that might be of interest to you) and to improve our marketing and communication strategy	Identification and Contact Data: Name, e-mail address, job title and company	Randstad will send whitepapers, newsletters, events and alerts only if you have explicitly opted in to receive them, for example by selecting the relevant tick box when submitting a form on our website, downloading a report, or subscribing to a newsletter. If you are no longer interested in these Randstad communications,

Purpose(s) for processing	Categories of personal data	Legal basis for processing
		you may withdraw your consent at any time by using the opt-out option provided in each communication. From the moment you engage in one of the aforementioned actions, we will be able to relate the information listed above about your device, your browser and to the way you navigate our website content directly to you.
To manage the use of your myRandstad app for searching, finding, and applying for jobs, and for the management of the job relationship	Identification and contact data: name, contact information (including home address, home phone number and mobile phone number), citizenship and country of residence, date of birth, (in exceptional cases) gender, digital signature and languages spoken. Authentication Data: Passwords. App Usage/Feature Data: myRandstad app shifts, your contract (feature of contracting), valid ID card (feature of onboarding), tax forms (feature of onboarding), work time and absences (feature of time-keeping), expense administration (e.g. travel costs) (feature of time-keeping), salary, overview of payments received, taxes paid (salary slip) (feature of payment), feedback on performance (feedback feature), any free text feedback provided via the myRandstad app. In principle, we will not collect any sensitive personal data of you. If this would in exceptional cases occur, we will take all measures to offer an even higher protection and do this according to the appropriate legal basis. Please be aware that we may process: Payslip (including all data on it) and, or, contracts and Taxation documents.	Processing of your personal data is necessary for the performance of the contract and to provide you with the requested Services through the app, and is therefore based on (pre-) contractual necessity.
Cooperating with law enforcement agencies/courts, management of legal disputes/claims	Legal/Dispute Data: Personal data that law enforcement authorities require us to disclose in connection with an investigation. Personal data that is necessary for Randstad to defend its rights in connection with a dispute or with	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company assets, protecting its legal interests and managing legal claims/disputes

Purpose(s) for processing	Categories of personal data	Legal basis for processing
	proceedings before a court of law (or other dispute resolution body).	

Our cookies

Please find more information on the cookies we use, for what purpose and further settings for configuring or deleting cookies in our [cookie notice](#).

candidates

We use your personal data when providing our HR-services, which include services in the field of recruitment and selection, mediation, temporary staff, secondment, payroll, personal development, career guidance, coaching, planning, and personnel and salary administration as further described in the Terms and Conditions (collectively "Services"). This section also applies to candidates for internal corporate positions at Randstad.

By innovating at scale, Randstad will fulfill our compelling vision: to empower lifelong employability and deliver on our brand promise of proactivity, transparency and guidance to offer a truly enriching talent experience for finding a job around the world.

What personal data do we collect about you and Why do we need your personal data

As a candidate, we collect and process the following personal data about you for the purposes specified below:

Purpose(s) for processing	Categories of personal data	Legal basis for processing
To provide our Services to you (including matching and proposing you to clients, interviews, assessments). For example, we may process your personal data to recommend jobs to you based on your profile and enable our consultants to provide you with tailored job opportunities, career advice, reskilling options, inclusiveness, suggest additional training where necessary and introduce you to hiring managers. In addition, we may process your personal data to send you essential transactional emails or in-app notifications related to the services we provide, such as interview scheduling, account management updates, and other administrative communications.	Identification and contact data: name, contact information (including home address, home phone number and mobile phone number), citizenship and country of residence, date of birth, (in exceptional cases) gender, digital signature and languages spoken.	The processing of your data and the use of automated systems is necessary to provide you with the matching services, and is therefore based on (pre-) contractual necessity
Profile enrichment, keeping your talent profile up to date for	Public profile data (profile enrichment): name, email address,	Your consent. See "Profile enrichment" under "HR technologies"

recruitment purposes, including matching you with relevant job opportunities. See "Profile enrichment" under "HR technologies" below for details on how this works.]	location, open-to-work status, current organisation and job title, previous experience, skills, languages, professional summary, education, certifications and similar professional information as available on your public profile(s). We do not collect connections, endorsements, activity data or other platform-generated information.	below for details on how to withdraw your consent.]
Candidate outreach, screening and automated interviewing with AI-powered recruitment assistants. This tool helps our team reach out to candidates, answer questions, and conduct initial screenings, and facilitate structured interviews through convenient channels like WhatsApp, SMS, web chat, and voice or audio/video calls. It also allows us to customize the hiring journey for every specific job opening, ensuring you receive relevant, tailored questions about the role you are applying for.]	Identification and contact data: Name, phone number, email address, and unique chat/session identifiers. CV/Resume and recruitment information: Work history, skills, qualifications, languages spoken, and your responses to screening/ interview questions. Audiovisual and sensory data: Audio/voice recordings, video recordings, and written text transcriptions resulting from your interactions with voice- or video-based AI interview tools.	Contractual necessity or your consent (depending on the chatbot).
Training and updating of systems/statistical purposes. Some of the systems that we use to provide our Services are based on machine learning technology. In order for that technology to function reliably, it needs to be trained and updated on the basis of existing data. We may also process personal data in an aggregated manner for statistical purposes.	Professional information: personal data related to your work including (without limitation) your job title, description and location, your department, professional email address, reporting levels, and employment status (full-time/part-time/etc.). CV/resumes and other recruitment information: CV/resume, work history, information about your skills, your experience and educational background and other relevant information (such as your photograph, interview notes and personal data included in the cover letter or as part of the application process).	Based on our legitimate interest in training and updating our systems. We have implemented mitigating measures to limit the privacy impact, such as de-identification and an easy opt-out in your choices.
Dispute management and litigation	Legal/Dispute Data: Personal data that law enforcement authorities require us to disclose in connection with an investigation. Personal data that is necessary for Randstad to	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company assets, protecting its legal interests and

	defend its rights in connection with a dispute or with proceedings before a court of law (or other dispute resolution body)	managing legal claims/disputes
Compliance with labor, tax and social security laws and other legal or regulatory requirements	Identification and contact data: name, contact information (including home address, home phone number and mobile phone number), citizenship and country of residence, date of birth, (in exceptional cases) gender, digital signature and languages spoken. Government issued identifiers: government issued identifiers including (without limitation) the national identification number, social insurance number and social security number, as legally required. This may include, without limitation, the provision of any further information that may be formally required by governmental or regulatory authorities. Special personal data: where necessary to comply with its legal obligations, or if otherwise permitted by or pursuant to law, Randstad may process data about race or ethnic origin, political opinions, religious or philosophical beliefs, genetic and biometric data, health, sex life, trade union membership, criminal record data, data on social assistance measures and/or personal data about unlawful or disruptive behavior.	Processing is necessary for compliance with employment and compliance with our legal obligations under labor, tax, social security and other laws and regulations.
Business development and candidate engagement (including sending job-related communications, updates about our services and, where applicable, marketing communications that may be of interest to you). This may include sharing your contact data with social media and search engines to display targeted Randstad advertisements.	Identification information: Your name and contact details (including email address and phone number), gender, digital signature, and languages spoken. Professional information: Information related to your professional background, including (without limitation) your job title or role, location, skills, and career interests.	Based on consent, where required, in particular for receiving marketing communications that are not strictly related to your job applications or account management; and/or Based on our legitimate interest, where applicable, to maintain and develop our relationship with registered candidates, to inform you about relevant opportunities, services, and updates related to your professional interests. You may withdraw your consent or

		object to receiving marketing communications at any time by using the opt-out option provided in each communication or through your account settings.
Communities To build and maintain our professional community by sending you newsletters, invitations to recruitment or networking events, industry insights, and general content or articles related to the work environment, aimed at improving your employability and supporting your professional career development.]	Identification and contact data: Name, e-mail address, and mobile phone number. Professional information: Job title, career interests, and professional background.	Legitimate interest of maintaining a long-term professional relationship with our candidate community, promoting talent development, and sharing relevant career-related content. You can opt-out anytime. You can object to this processing and unsubscribe at any time via your account settings in Myrandstad. Please note that unsubscribing from this type of communication does not mean that Randstad cannot contact you regarding aspects intrinsic to the service provided (e.g., sending job offers, account usage, etc.).
Events	Identification and contact data: name, contact information (including home address, home phone number and mobile phone number), citizenship and country of residence, date of birth, (in exceptional cases) gender, digital signature and languages spoken. Photographs and video footage: when participating in recruitment-related events, meetings, conferences etc. In the context of such events, photographs or video footage may be taken, which may involve the processing of your personal data.	Based on our legitimate interest in maintaining a good relationship with our community of candidates and promoting our Services by inviting you to our events.
Surveys (including satisfaction surveys)	Identification information: your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken. Professional information: information related to your work	Based on our legitimate interest to survey our candidates so as to better understand their needs, to improve our Services and to build and maintain a good relationship with our candidates.

	including (without limitation) your job title, your location and your department. Survey results: we may process your responses to questions in surveys. Information you choose to share with us: we may process additional information if you choose to share that with us.	
Facilities, security and contingency planning purposes	Identification and contact data: name, contact information (including home address, home phone number and mobile phone number), citizenship and country of residence, date of birth, (in exceptional cases) gender, digital signature and languages spoken. Visitor information: when accessing our buildings, we may collect your name, contact details, car plate number, identification, etc. for security reasons. Where we are legally permitted to do so we may also ask you to disclose information about your health (including information related to viral infections, flu, etc.) for health and safety reasons. Information related to identification/access control cards: employee identification and access control cards may contain your name, photograph, employee number and may be linked to other details on record (department, phone number, license plate). CCTV footage: we may process footage of you obtained through use of CCTV surveillance systems.	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include safeguarding and securing our assets, our facilities, our information systems and our people. In this context, the collection and verification of identification and contact information is necessary for access control, on-site security, and effective contingency planning.
To conduct corporate transactions (including mergers, acquisitions and divestments)	Identification information: your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken.	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include Randstad's interest in developing its business through mergers, acquisitions and divestment.

	Professional information: information related to your work including (without limitation) your job title, your location and your department.	
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This data may be obtained directly or indirectly from you. In the latter case, we will inform you of the purpose and data sources we use, when we communicate with you in connection with our Services (e.g. to alert you about a job opportunity), or in any event within one month of the time we indirectly obtain your data. The exception is where the provision of this information to you would cause disproportionate efforts. In that case, we may take alternative measures to protect your rights and freedoms.

Randstad may collect your data from the following sources, unless otherwise indicated for a specific processing activity:

- Forms you complete: these clearly indicate mandatory and optional data. Please note that refusing to provide mandatory data may prevent your participation in selection processes;
- Interviews and direct correspondence: this includes personal data gathered during video, recorded, telephone, and in-person interviews, as well as information sent via email;
- Public social media profiles: data from your public profile may be collected to contact you as a potential candidate for current or future vacancies and to assess your suitability for positions offered;
- Randstad Clients: clients may provide us with your personal data to facilitate your participation in their selection processes; and, or,
- Third parties (referrers): individuals who provide employment references or information about your work or professional performance.

How long we keep your personal data

We process and store your personal data only as long as it is necessary for the respective processing purpose or for the fulfillment of our contractual and legal obligations (e.g. statutory retention and documentation obligations under the Swiss Code of Obligations, generally 10 years). As soon as your data is no longer required for the specified purposes and no statutory retention obligations or legitimate interests (such as for the assertion, exercise, or defense of legal claims) prevent deletion, it will be deleted or anonymized.

temporary workers

Personal data that we have received directly or indirectly will be processed in order to establish and transact an employment relationship within the scope of staff hiring, or to place workers in permanent positions with customers of Randstad. Only persons who were previously registered as applicants or candidates will be deployed as temporary employees or selected for a permanent placement (see "Candidates" section).

What personal data do we collect about you and Why do we need your personal data

When you are a temporary worker on an assignment at one of our clients, we may process the following personal data about you for the purposes specified below:

Purpose(s) for processing	Categories of personal data	Legal basis for processing
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General HR management and administration purposes (including workforce management)	Identification information: your name and other contact information (including home address, home phone number and mobile phone number), citizenship and country of residence, date of birth, (in exceptional cases) gender, digital signature and languages spoken. Professional information: personal data related to your work including (without limitation) your job title, description and location, your department, professional email address, reporting levels, and employment status (full-time/part-time/etc.). Performance-related information: including (without limitation) information on your performance reviews. Family and dependent information: information related to your family and dependents including (without limitation) details regarding family composition (names, genders, ages), any "special needs" or education requirements for children or dependents, special needs of elderly parents, emergency contact information.	The processing is necessary for the performance of the temporary worker's employment contract; and/or, Processing is necessary for compliance with employment and social security legal obligations
Compensation, payroll and expense reimbursement (including reporting and billing to clients)	Professional information: personal data related to your work including (without limitation) your job title, description and location, your department, professional email address, reporting levels, and employment status (full-time/part-time/etc.). Financial information: financial information including (without limitation) your bank account number, bank details, VAT number. Salary information: salary information including (without limitation) recurring payments and benefits, bonus. Performance-related information: including (without limitation) information on your	The processing is necessary for the performance of the temporary worker's employment contract; and/or, Processing is necessary for compliance with employment and social security/tax legal obligations.

	performance reviews.	
Insurance, pension and other benefits	Financial information: financial information including (without limitation) your bank account number, bank details, VAT number. Salary information: salary information including (without limitation) recurring payments and benefits, bonus.	Processing is necessary for the performance of the temporary worker's employment contract; and/or, Processing is necessary for compliance with employment and social security legal obligations.
Performance management, career development and training	Professional information: personal data related to your work including (without limitation) your job title, description and location, your department, professional email address, reporting levels, and employment status (full-time/part-time/etc.). Performance-related information: including (without limitation) information on your performance reviews.	Processing is necessary for the performance of the temporary worker's employment contract; and/or, Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the development and training of employees.
Fleet management	Identification information: your name and other contact information (including home address, home phone number and mobile phone number), citizenship and country of residence, date of birth, (in exceptional cases) gender, digital signature and languages spoken. Professional information: personal data related to your work including (without limitation) your job title, description and location, your department, professional email address, reporting levels, and employment status (full-time/part-time/etc.). Vehicle information: information about your personal or company car including (without limitation) your license plate, parking tickets and driving fines.	Processing is necessary for the performance of the temporary worker's employment contract; and/or, Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include safeguarding our assets.
Disciplinary and grievance management, investigations, appeals (including managing complaints) and handling reports through Randstad's misconduct reporting procedure.	Identification information: your name and other contact information (including home address, home phone number and mobile phone number), citizenship and country of	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company assets, protecting its legal interests and

	residence, date of birth, (in exceptional cases) gender, digital signature and languages spoken. Disciplinary information: information relating to disciplinary measures taken against you, if any. Grievance information: in order to assist in the reporting of grievances and (suspected) misconduct within the Randstad Group of companies, we have established dedicated channels through which stakeholders may voice concerns, either through local reporting mechanisms in place at the level of the local Randstad Group companies or, for serious misconduct (including whistleblowing), through our Integrity Line, the Randstad Group reporting facility. Whenever we receive a grievance report or a report about (suspected) misconduct we may process personal data related to the complainant, the other individuals mentioned in the complaint and the person(s) that is/are subject of the complaint and/or of the investigation into the complaint.	managing legal claims/disputes.
Dispute management and litigation	Legal/Dispute Data: Personal data that law enforcement authorities require us to disclose in connection with an investigation. Personal data that is necessary for Randstad to defend its rights in connection with a dispute or with proceedings before a court of law (or other dispute resolution body).	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company assets, protecting its legal interests and managing legal claims/disputes.
Health and safety management	Special categories of data, such as: - Health-related information: health-related information including (without limitation) injuries and exposure, incident reports, disability, sickness and absences and maternity leave information, as legally required. To the extent we process these special categories of data, we will	The processing is necessary for the performance of the temporary worker's employment contract; and/or, Processing is necessary for compliance with employment and social security legal obligations. If not based on the above grounds: Processing is necessary for the purpose of the legitimate interests

	protect, secure and use that information in a manner consistent with this notice and applicable laws.	pursued by Randstad, which include the protection of its employees, company assets, protecting its legal interests and managing legal claims/disputes; or protection of the vital interests of the Data Subjects
Managing holidays, leaves and other absences	Professional information: personal data related to your work including (without limitation) your job title, description and location, your department, professional email address, reporting levels, and employment status (full-time/part-time/etc.).	Processing is necessary for the performance of the temporary worker's employment contract; and, Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include improving efficiency in the workplace and the proper conduct of its business.
Compliance with labor, tax and social security laws and other legal or regulatory requirements (e.g. equal opportunity and workplace diversity requirements)	Identification information: your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken. Professional information: information related to your work including (without limitation) your job title, your location and your department. Government issued identifiers: government issued identifiers including (without limitation) the national identification number, social insurance number and social security number, as legally required. This may include, without limitation, the provision of any further information that may be formally required by governmental or regulatory authorities. Special personal data: where necessary to comply with its legal obligations, or if otherwise permitted by or pursuant to law, Randstad may process data about race or ethnic origin, political opinions, religious or philosophical beliefs, genetic and biometric data, health, sex life, trade union membership, criminal record data, data on social assistance measures and/or personal data	Processing is necessary for compliance with employment and compliance with our legal obligations under labor, tax, social security and other laws and regulations.

	about unlawful or disruptive behavior.	
IT support	Professional information: information related to your work including (without limitation) your job title, your location and your department. Information you choose to share with us: including (without limitation) information you share when using IT support or calling the helpline, and information about you that may be conveyed by your use of a webcam in communicating with us.	Processing is necessary for the performance of the temporary worker's employment contract; and/or, Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include safeguarding our assets and ensuring security of our information systems.
Facilities, security and contingency planning purposes	Information related to identification/access control cards: employee identification and access control cards may contain your name, photograph, employee number and may be linked to other details on record (department, phone number, license plate). Visitor information: when accessing our buildings, we may collect your name, contact details, car plate number, identification, etc. for security reasons. Where we are legally permitted to do so we may also ask you to disclose information about your health (including information related to viral infections, flu, etc.) for health and safety reasons. CCTV footage: we may process footage of you obtained through use of CCTV surveillance systems.	Processing is necessary for the performance of the temporary worker's employment contract; and/or, Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include safeguarding and securing our assets, our facilities, our information systems and our people.
Network and device usage optimization and related security controls (including company network access and authentication)	Information related to your usage of Randstad devices, software and access to Randstad's network: information related to your use of our devices, software and access to our networks, including (without limitation) your browsing history, your use of email, internet and social media, whether at the workplace, on our equipment or otherwise through our networks.	Processing is necessary for the performance of the temporary worker's employment contract; and/or, Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include safeguarding our assets and ensuring security of our information systems.

Preventing, detecting and investigating fraud and other crimes, and compliance with sanctions regimes (including identification of politically exposed persons, specially designated nationals and screening against sanctions lists)	Identification information: your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken. Professional information: information related to your work including (without limitation) your job title, your location and your department. Trade sanctions information relating to you: we may verify whether you are a politically exposed person, a specially designated national or otherwise subject to sanctions under applicable laws or regulations.	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company assets, protecting its legal interests and managing legal claims/disputes; and/or, Processing is necessary to comply with our legal obligations (including when authorities or administrations ask information about a temporary worker).
Emergency and disaster management	Identification information: your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken. Family and dependent information: information related to your family and dependents including (without limitation) details regarding family composition (names, genders, ages), any "special needs" or education requirements for children or dependents, special needs of elderly parents, emergency contact information.	Based on a legitimate interest pursued by Randstad, which includes ensuring the safety of talent; and, Where the above ground is not possible because local mandatory law requires so, only in those limited cases may this be based on a consent.
Relocation, mobility and travel management	Professional information: information related to your work including (without limitation) your job title, your location and your department. Travel and expense data: travel and accommodation information and expenses including (without limitation) travel itineraries, hotel and travel reward cards.	Processing is necessary for the performance of the temporary worker's employment contract; and/or, Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include improving efficiency in the workplace and the proper conduct of its business.
To monitor and enforce compliance with Randstad policies and procedures	Identification information: your name and other contact information (including email address, landline phone number and mobile phone	For the purpose of the legitimate interests pursued by Randstad, which include safeguarding our assets and ensuring security of our information

	number), gender, digital signature and languages spoken. Professional information: information related to your work including (without limitation) your job title, your location and your department. Information related to your usage of Randstad devices, software and access to Randstad's network: information related to your use of our devices, software and access to our networks, including (without limitation) your browsing history, your use of email, internet and social media, whether at the workplace, on our equipment or otherwise through our networks.	systems.
To monitor and enforce compliance with legal obligations applicable to us (including the requirements set out in your contract with us)	Identification information: your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken. Professional information: information related to your work including (without limitation) your job title, your location and your department.	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company assets, protecting its legal interests and managing legal claims/disputes.
Recruitment and staffing	Professional information: information related to your work including (without limitation) your job title, your location and your department. CV/resumes and other recruitment information: CV/resume, work history, information about your skills, your experience and educational background and other relevant information (such as your photograph, interview notes and personal data included in the cover letter or as part of the application process). Financial data: financial information including (without limitation) your bank account number, bank details, VAT number.	The processing of your personal data is necessary for the performance of a contract and for the provision of our service, and is therefore based on a (pre-)contractual necessity.

	Information you choose to share with us: we may process additional information if you choose to share that with us.	
Profile enrichment, keeping your talent profile up to date for recruitment purposes, including matching you with relevant job opportunities. See "Profile enrichment" under "HR technologies" below for details on how this works.	Public profile data (profile enrichment): name, email address, location, open-to-work status, current organisation and job title, previous experience, skills, languages, professional summary, education, certifications and similar professional information as available on your public profile(s). We do not collect connections, endorsements, activity data or other platform-generated information.	Your consent. See "Profile enrichment" under "HR technologies" below for details on how to withdraw your consent.]
Employee surveys, statistical purposes	Identification information: your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken. Professional information: information related to your work including (without limitation) your job title, your location and your department. Survey results: we may process your responses to questions in surveys. Information you choose to share with us: we may process additional information if you choose to share that with us.	Based on our legitimate interest to survey our temporary workers so as to better understand their needs, to improve our services and to build and maintain a good relationship with our temporary workers and with the clients our temporary workers work at.
Business development and temporary worker engagement (including sending job-related communications, updates about available assignments, services and, where applicable, marketing communications that may be of interest to you).	Identification information: Your name and contact details (including email address and phone number), gender, digital signature, and languages spoken. Professional information: Information related to your professional background, including (without limitation) your job title or role, location, skills, and experience relevant to assignments.	Based on consent, where required, in particular for receiving marketing communications that are not strictly related to your temporary assignments or account management; and/or Based on our legitimate interest, where applicable, to maintain and develop our relationship with registered temporary workers, to inform you about relevant opportunities, services, and updates related to your professional interests.

		You may withdraw your consent or object to receiving marketing communications at any time by using the opt-out option provided in each communication or through your account settings.
Events	Identification information: your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken. Professional information: information related to your work including (without limitation) your job title, your location and your department. Photographs and video footage: when participating in our events, meetings, conferences etc., we may process photographs or videos of you.	Based on our legitimate interest to organise events so as to better build and maintain a good relationship with the community of temporary workers and with the clients our temporary workers work at. In the context of such events, photographs or video footage may be taken, which may involve the processing of your personal data.
To manage memberships of employees to professional associations	Professional information: information related to your work including (without limitation) your job title, your location and your department. Trade union membership: personal data revealing your trade union membership.	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include improving efficiency in the workplace and the proper conduct of its business.
To perform internal and external audits.	Identification information: your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken. Professional information: information related to your work including (without limitation) your job title, your location and your department.	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include improving efficiency in the workplace and the proper conduct of its business, including compliance with laws and regulations.
To conduct corporate transactions (including mergers, acquisitions and divestments).	Identification information: your name and other contact information (including email address, landline phone number and mobile phone	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include Randstad's interest in developing its

	number), gender, digital signature and languages spoken. Professional information: information related to your work including (without limitation) your job title, your location and your department.	business through mergers, acquisitions and divestment.
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How long we keep your personal data

We process and store your personal data only as long as it is necessary for the respective processing purpose or for the fulfillment of our contractual and legal obligations (e.g. statutory retention and documentation obligations under the Swiss Code of Obligations, generally 10 years). As soon as your data is no longer required for the specified purposes and no statutory retention obligations or legitimate interests (such as for the assertion, exercise, or defense of legal claims) prevent deletion, it will be deleted or anonymized.

business relations

In the context of our Services, we process your personal data if you are working for companies with which we are conducting (or intending to conduct) business (e.g. to make offers for the Services and to maintain a business relationship with the company you work for).

What personal data do we collect about you and Why do we need your personal data

We may process the following personal data about you for the purposes specified below:

Purpose(s) for processing	Categories of personal data	Legal basis for processing
To administer and manage the contractual relationship between Randstad and our clients and suppliers;	Identification information: your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken. Professional information: information related to your work including (without limitation) your job title, your location and your department.	Necessary for the performance of the contract between Randstad and the client or supplier;
Business development (including sending direct marketing and offers);	Identification information: your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken. Professional information: information related to your work including (without limitation) your job	Depending on the circumstances this may be based either on your consent or on our legitimate interest to maintain good relations with our current or prospective clients and suppliers; If you are no longer interested in these Randstad messages you are always able to opt-out from receiving such communications.

	title, your location and your department.	
Preventing, detecting and investigating fraud;	Identification information: your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken. Professional information: information related to your work including (without limitation) your job title, your location and your department. Trade sanctions information relating to you: we may verify whether you are a politically exposed person, a specially designated national or otherwise subject to sanctions under applicable laws or regulations.	To comply with our legal obligations when some authorities or administrations ask information about our contact as a client (including personal data); and/or Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company assets, protecting its legal interests and managing legal claims/disputes.
Facilities, security and contingency planning purposes;	Visitor information: when accessing our buildings, we may collect your name, contact details, car plate number, identification, etc. for security reasons. Where we are legally permitted to do so we may also ask you to disclose information about your health (including information related to viral infections, flu, etc.) for health and safety reasons. CCTV footage: we may process footage of you obtained through our use of CCTV surveillance systems.	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of its employees, company assets, protecting its legal interests and managing legal claims/disputes; and/or protection of the vital interests of the Data Subjects
Health and safety management.	Visitor information: when accessing our buildings, we may collect your name, contact details, car plate number, identification, etc. for security reasons. Where we are legally permitted to do so we may also ask you to disclose information about your health (including information related to viral infections, flu, etc.) for health and safety reasons.	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of its employees, company assets, protecting its legal interests and managing legal claims/disputes; and/or protection of the vital interests of the Data Subjects.
To conduct corporate transactions (including mergers, acquisitions and divestments);	Identification information: your name and other contact information (including email address, landline	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include

	phone number and mobile phone number), gender, digital signature and languages spoken. Professional information: information related to your work including (without limitation) your job title, your location and your department.	Randstad's interest in developing its business through mergers, acquisitions and divestment.
Events	Identification information: your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken. Professional information: information related to your work including (without limitation) your job title, your location and your department. Photographs and video footage: when participating in our events, meetings, conferences etc., we may process photographs or videos of you.	Based on our legitimate interest to organise events so as to better build and maintain a good relationship with our clients and our suppliers. In the context of such events, photographs or video footage may be taken, which may involve the processing of your personal data.
IT Support	Professional information: information related to your work including (without limitation) your job title, your location and your department. Information you choose to share with us: including (without limitation) information you share when using IT support or calling the helpline, and information about you that may be conveyed by your use of a webcam in communicating with us.	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include safeguarding our assets and ensuring security of our information systems.
Surveys (including satisfaction surveys)	Identification information: your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken. Professional information: information related to your work including (without limitation) your job title, your location and your department.	Based on our legitimate interest to survey our clients so as to better understand their needs, to improve our Services and to build and maintain a good relationship with our clients

	Survey results: we may process your responses to questions in surveys. Information you choose to share with us: we may process additional information if you choose to share that with us.	
Dispute management, litigation and handling any reports through Randstad's misconduct reporting procedure.	Legal/Dispute Data: Personal data that law enforcement authorities require us to disclose in connection with an investigation. Personal data that is necessary for Randstad to defend its rights in connection with a dispute or with proceedings before a court of law (or other dispute resolution body).	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company assets, protecting its legal interests, managing legal claims/disputes with our clients and suppliers and handling reports of potential misconduct within or relating to Randstad.
Compliance with legal or regulatory requirements	Identification information: your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken. Professional information: information related to your work including (without limitation) your job title, your location and your department. This may include, without limitation, the provision of any further information that may be formally required by governmental or regulatory authorities. Special personal data: where necessary to comply with its legal obligations, or if otherwise permitted by or pursuant to law, Randstad may process data about race or ethnic origin, political opinions, religious or philosophical beliefs, genetic and biometric data, health, sex life, trade union membership, criminal record data, data on social assistance measures and/or personal data about unlawful or disruptive behavior.	Processing is necessary for compliance with our legal or regulatory obligations (e.g. obligations under tax laws to keep certain information including personal data).

To monitor and enforce compliance with Randstad policies and procedures.	Identification information: your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken. Professional information: information related to your work including (without limitation) your job title, your location and your department.	For the purpose of the legitimate interests pursued by Randstad, which include safeguarding our assets and ensuring security of our information systems.
To perform internal and external audits.	Identification information: your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken. Professional information: information related to your work including (without limitation) your job title, your location and your department.	For the purpose of the legitimate interests pursued by Randstad, which include the proper conduct of its business and accuracy of financial reporting.

How long we keep your personal data

We process and store your personal data only as long as it is necessary for the respective processing purpose or for the fulfillment of our contractual and legal obligations (e.g. statutory retention and documentation obligations under the Swiss Code of Obligations, generally 10 years). As soon as your data is no longer required for the specified purposes and no statutory retention obligations or legitimate interests (such as for the assertion, exercise, or defense of legal claims) prevent deletion, it will be deleted or anonymized.

HR technologies

our use of innovative HR technologies for talent matching and services

Our ultimate goal is to support people and organizations in realizing their true potential. We believe that the best way to achieve that goal is by combining our passion for people with the power of today's HR technologies. By HR technologies we mean technologies that help us digitize and enhance a variety of recruitment-related processes.

For example we use chatbots to improve your talent experience. Chatbots give candidates the opportunity to answer questions based on the requirements of the job they apply for. This is a user-friendly way for candidates to:

- provide us with relevant information that may not be readily apparent from the application, profile or resume of a candidate.
- know promptly whether their skills meet a job's essential requirements and, if not, to easily explore other jobs or to identify gaps in their skillset.
- answer at any moment convenient to the user.

As part of the larger recruitment process, HR technologies allow us to connect candidates more quickly to our consultants. This, in turn, allows our consultants to better support candidates in exploring jobs and to deliver the right candidates more quickly to our clients. HR technologies also allow our consultants to find people based not only on the jobs they qualify for but also on the basis of jobs they are interested in.

automated decision making

To support our recruitment processes for corporate positions, we may use technologies that rely on automated processing to help assess information provided by applicants (such as professional experience, skills, and qualifications). These tools may generate indicative results or recommendations (for example, suitability or match indicators) to support our recruitment teams.

Where such technologies are used in a way that involves automated decision-making or produces significant effects for individuals, we will provide affected applicants with specific and appropriate information, including meaningful information about the logic involved, the applicable legal basis, and their rights, in accordance with applicable data protection laws. Final decisions relating to recruitment are made by our recruitment teams.

Randstad App's digital marketplace automates the recruitment and placement processes. Automated decision-making is used to facilitate the recruitment and placement processes by automatically validating you for specific job profiles based on the personal data and documents (including certificates, licenses, and compliance frameworks) you upload, matching you to suitable job opportunities and creating the required contract. This means that decisions regarding your eligibility for certain roles are made without direct human involvement.

What personal data is processed?

We process your identification and contact data, which includes your name, contact information, citizenship, country of residence, date of birth, languages spoken, and, in some cases, gender. Additionally, your CV/resume, work history, information about your skills, your experience and educational background and other relevant information (such as your photograph and personal data included in the cover letter or as part of the application process) as well as any documents you upload are processed to verify your qualifications and compliance with job requirements as well as labour law requirements.

Certain sensitive personal data, such as your social security number, health information or criminal background data, may be processed and collected earlier than in traditional recruitment processes, specifically when explicitly required to validate you for a job profile for the Digital Marketplace. This collection is required with a view to entering into a contract with you and is in full compliance with applicable data protection laws.

How does automated decision-making work?

The information you provide directly feeds into this automated assessment process, which is integral to the Digital Marketplace. The system evaluates various personal aspects against the job requirements set by Randstad and the employer as applicable. This is achieved by analyzing your uploaded personal data, including documents, against a predefined set of rules and thresholds. For instance, if a mandatory criterion for a job is not met based on the information in your documents, the automated system will mark you as ineligible for that specific role. This process ensures a consistent and fair assessment by uniformly applying criteria to all candidates, thereby enabling the display of relevant job opportunities to you.

Subsequently, based on your job preferences, such as your preferred commute distance and your availability, you are recommended suitable jobs or shifts. You are able to update your preferences, which in turn updates the recommended jobs and shifts.

While we are not providing a complex mathematical explanation of the underlying algorithms, our aim is to provide you with meaningful information about the rationale behind these decisions.

Legal Basis for Processing

The processing of your data and the use of automated systems for matching services are necessary for the performance of a contract (or in anticipation of entering into a contract) between you and Randstad, specifically to enable your participation in and use of our Digital Marketplace. This means that the processing of your data is based on (pre-)contractual necessity.

Please ensure that all data and documents you provide are accurate and up-to-date, as eligibility decisions, which are driven by automated decision-making, rely solely on this information. We implement robust measures to verify data accuracy, and your active input plays a crucial role in maintaining this quality.

Your Choices

- **Existing talents:** If you are an existing talent, the Digital Marketplace will be available to you and you can request to be validated so that you can make use of the digital marketplace. In the event you decide to opt-in to the Digital Marketplace, Randstad will use the documentation and personal data previously collected for traditional placement and matching purposes to facilitate the initial Digital Marketplace validation. This is considered a compatible use of data with the original purpose of placement and matching.
- **Data Retention:** We process and store your personal data only as long as it is necessary for the respective processing purpose or for the fulfillment of our contractual and legal obligations (e.g. statutory retention and documentation obligations under the Swiss Code of Obligations, generally 10 years). As soon as your data is no longer required for the specified purposes and no statutory retention obligations or legitimate interests (such as for the assertion, exercise, or defense of legal claims) prevent deletion, it will be deleted or anonymized.
- **Transparency:** This automated assessment, a core component of the Digital Marketplace, can significantly impact your access to job opportunities. Eligibility directly determines which jobs you are able to pursue, with eligibility increasing your employment potential and ineligibility preventing you from applying for that specific role. This type of decision has a significant effect on your career opportunities.
- **Requesting Human Intervention:** If you believe a decision made through the automated decision-making process is incorrect or wish to have a human review your profile and job matching, you have the right to request human intervention. You can do this by contacting tc@randstad.ch.

improving the client experience

HR technologies help us to search through a broader and more diverse set of candidates so that we become even better at finding the best talent with the most relevant skill-set for our clients. Thanks to these technologies our consultants can focus on the tasks that require genuinely human traits that technology cannot emulate: creativity and emotion.

profile enrichment - keeping your profile up to date

If you have shared your public profile (such as a professional networking profile, a personal website, or another publicly accessible professional page) and given your consent for Randstad to use the information on it, we will add relevant professional information from that public profile to your Randstad talent profile to keep it up to date for recruitment purposes, including matching you with relevant job opportunities. We use automated tools to read, extract and structure the information from your public profile into a standardised format. We do not collect connections, endorsements or activity data from your public profile.

Your Randstad profile may be updated using your public profile periodically for as long as your consent is active. You will not be contacted each time an update is made. Your public profile information is retained for as long as your consent is active or until your account is deleted, whichever occurs first.

You can withdraw your consent at any time via your account settings. When you do, you can choose to:

- have all public profile enrichment data removed from your Randstad profile; or
- keep the current information on your Randstad talent profile (such as the work history, skills and education added from your public profile) while stopping future updates. By choosing this option, you give a separate consent for the continued storage and use of this information for recruitment purposes. This is a standalone

consent that you can withdraw at any time in your account settings, after which the information will be deleted. For your other data protection rights, see "Your data protection rights" below. " (as proposed by Project Moore)

Tracking Pixels or Web beacons

Our emails may contain "web beacons" or "tracking pixels" for each campaign, which allow us to know if our emails are opened and to verify any clicks on links or advertisements contained within the email, as well as to determine which of our emails are most interesting to users.

These tracking tools, when used in newsletters or email marketing to measure the effectiveness of campaigns, can only be installed with the user's prior consent, collected together with consent for marketing/newsletter purposes. This consent can always be freely revoked according to the methods indicated in the email communications received. If the user does not wish to download the pixel onto their device, they can choose to receive our emails in text format rather than HTML, or deactivate the automatic download of images contained in the emails received, or install specific extensions for the email client that block email tracking via pixels.

However, the user's consent is not required for the use of pixels in cases where they are contained within emails with transactional purposes (e.g., password reset or account activation emails), mandatory institutional or service communications (e.g., contractual changes or security notices), or for aggregated statistical analysis (with anonymized IP and pixels identical for all recipients). In such cases, the processing is based on the legitimate interest of the Data Controller or, as the case may be, on a legal obligation.

In any case, the pixel will be deleted when you delete the email.

responsible use of HR technologies

Randstad is committed to the ethical and responsible use of innovative HR technologies (you can read our AI principles [here](#)). Randstad does not use these technologies as a substitute for humans or human interaction in any part of its processes. Instead, our use of HR technologies is intended to make interactions with clients and candidates more personal, relevant and meaningful.

We strive to involve human beings whenever we make decisions that significantly impact you. If, in exceptional cases, we were to make such decisions based on a fully automated process (ie. without involvement of humans), we will only do so where that is permitted by law and after having notified you.

To ensure all candidates are treated fairly we take steps to avoid bias where we use HR technologies. For example:

- We regularly test the output created by these technologies to identify potential unfair bias.
- We regularly obtain expert advice to continuously improve the way in which we identify and remove bias.
- Both our consultants and our search and match algorithms are thoroughly trained and always work together.

with whom we share your personal data

Randstad Group Entities:

- with **other entities of the Randstad group of companies**. We are part of a multinational group of companies and sometimes we may share personal data with other Randstad groups of companies for the purposes of efficient management of business, compliance with legal and regulatory requirements and to provide our Services to you (include as matching) and to our clients. For an overview of these entities, click [here](#).

Our "[partner for talent](#)" strategy focuses on building long-term relationships with clients and talents, understanding their unique challenges, and delivering tailored solutions to help them thrive in a dynamic global talent market. We leverage data, technology, and our deep industry expertise to connect the right talent with the right opportunities.

Talent personal data may also be shared with other Randstad group entities if talents wish to explore new opportunities in Randstad markets beyond their current location and explicitly choose to share their personal data with other regional markets by opting-in. This data sharing is executed to facilitate expanded career prospects for the talent within the Randstad network.

External partners for service delivery:

- with **Randstad clients**. Within the scope of our Services, including recruitment and provision of temporary work.
- with third parties providing **HR-related services** to use (e.g. payroll service providers).
- with third party **providers of IT-related services** (e.g. we use an external provider to support our IT-infrastructure; e.g. an important part of our software and databases sit in a cloud-environment which is operated by a third party service provider).
- with third parties providers of **marketing-related services** (e.g. we may store your personal data in a cloud-based CRM-application that is hosted and provided by a third party service provider; e.g. when we use a third party service provider to organise an event we may share your personal data with that third party in order to invite you to that event).
- with **providers of professional services** (e.g. to our auditors, our tax advisors, our legal advisors).
- with **banks and insurers** (e.g. in order to pay the salaries of our temporary workers we share some of their personal data with our bank).
- with **pension funds**.

Public and Regulatory Authorities:

- with **public authorities** (e.g. pursuant to applicable law Randstad must disclose personal data to the social security authorities and to tax authorities).
- with **law enforcement authorities, courts and regulatory authorities** (e.g. as part of a criminal investigation police services may require us to disclose personal data to them).

We may also disclose your personal data to third parties:

- in the event that we sell or buy any business or assets, in which case we may disclose your personal data to the prospective seller or buyer of such business or assets; or
- if all or a substantial part of our assets are acquired by a third party, in which case the personal data that we hold about you may be one of the transferred assets.

When we share your personal data as described above, such personal data may be transferred both within and outside the EU/EFTA area.

In the event that we transfer your personal data internationally, we will only do so in line with applicable law, and we will require that there is an adequate level of protection for your personal data, and that appropriate security measures are in place.

Your personal data may be transferred from countries located within the EU/EFTA area to countries located outside of the EEA (such as the United States). In such cases, we will require that the following safeguards are observed:

- The laws of the country to which your personal data is transferred ensure an adequate level of data protection. Click [here](#) to access the list of countries that, in the opinion of the Federal Council, offer an adequate level of data protection; or
- The transfer is subject to the standard data protection clauses approved by the Federal Data Protection and Information Commissioner. You can find more information on these data protection clauses [here](#); or
- Any other applicable appropriate safeguards under article 16 of the Data Protection Act.

For more information about the safeguards that we have implemented to protect your personal data internationally, please contact us at datenschutz@randstad.ch.

how we will protect your personal data

We have technical and organizational security measures in place to protect your personal data from being accidentally lost, used, altered, destroyed, disclosed or accessed in an unauthorized way. We limit access to your personal data to those who have a genuine business need to know it. Those processing your personal data are governed by Randstad's rules for information and IT security, data protection and other internal regulations and guidelines applicable to the processing of personal data.

While we have measures in place to protect your personal data, it is important for you to understand that 100% complete security cannot be guaranteed. Accordingly, we have procedures in place to deal with data security incidents and to comply with legal requirements applicable to the detection, handling and notification of personal data breaches.

your data protection rights

You have the following rights regarding your personal data:

Rights	What does this mean?
1. Right to be informed	You have the right to be provided with clear, transparent and easily understandable information about how we use your personal data and your rights. This is why we are providing you with the information in this notice.
2. Right of access	You have the right to access the personal data we keep about you – this is because we want you to be aware of the personal data we have about you and to enable you to verify whether we process your personal data in accordance with applicable data protection laws and regulations.
3. Right to rectification	If your personal data is inaccurate or incomplete, you have the right to request the rectification of your personal data.
4. Right to erasure	This is also known as 'the right to be forgotten' and, in simple terms, enables you to request the deletion or removal of your personal data where there is no compelling reason for us to keep it. This is not a general right to erasure, there are exceptions.
5. Right to restrict processing	You have rights to 'block' or suppress further use of your personal data in certain circumstances. When processing is restricted, we can still store your personal data, but may not use it further. We keep lists of people who have asked for further use of their personal data to be 'blocked' to make sure the restriction is respected in future.
6. Right to data portability	You have the right to obtain and reuse your personal data in a structured, commonly used and machine-readable format in certain circumstances. In addition, where certain conditions apply, you have the right to have such personal data transferred directly to a third party.
7. Right to object to processing	You have the right to object to certain types of processing, in certain circumstances. In particular, the right to object to the processing of your personal data based on our legitimate interests or on public interest grounds; the right to object to processing for direct marketing purposes (including profiling); the right to object to the use of your personal data for scientific or historical research purposes or statistical purposes in certain circumstances.
8. Right to withdraw consent	If our processing of your personal data is based specifically on your consent, you have the right to

	withdraw that consent at any time. This includes your right to withdraw consent to our use of your personal data in the context of voluntary employee surveys.
9. Rights regarding automated individual decision-making	In the case of automated individual decisions that carry legal consequences for you or significantly affect you in a similar manner, you have the following rights: - You can request that the automated individual decision be reviewed by a natural person (right to human review). - You have the opportunity to present your point of view upon request. These rights do not apply if you have explicitly consented to the decision being made automatically. If an automated individual decision is based on your explicit consent, you have the right to revoke this consent at any time with effect for the future. Please note that revoking consent or objecting to automated processing that is necessary for the conclusion or performance of a contract may mean that, in some cases, we will be unable to enter into or continue the contract with you. For further information, please see the section "HR technologies".

You can exercise your rights by sending an email to datenschutz@randstad.ch.

We will handle your request with special care to ensure your rights can be exercised effectively. We may ask you for proof of identity to ensure that we are not sharing your personal data with anyone else but yourself!

You must be aware that, in particular cases (for instance, due to legal requirements) we may not be able to make your request effective right away.

In any case, within one month from your request, we will inform you on the actions taken.

You have the right to lodge a complaint with a supervisory data protection authority: Eidgenössischer Datenschutz- und Öffentlichkeitsbeauftragter, Feldeggweg 1, 3003 Bern.

changes to this data protection notice

We may update this notice from time to time. You can see the date on which the last change was made below in this notice. We advise you to review this notice on a regular basis so that you are aware of any changes.

contact us

If you have any questions about this notice or any privacy concerns, or would like to exercise your rights, or obtain further information about the safeguards we have in place so that your personal data is adequately protected when transferred outside Europe, please contact us at datenschutz@randstad.ch.

This notice was updated on: 11.09.2026