

Processor type	Application	Provider	Type of data	Place of data or processing	Compliance outside EU	Privacy policy
Web hosting	Hosting of domain names and websites	Combell	clients	Belgium	N/A	https://www.combell.com/en/about-combell/privacy-policy
Mail hosting	Hosting of email addresses	Combell	clients/candidates	Belgium	N/A	https://www.combell.com/en/about-combell/privacy-policy
Mail hosting	Hosting of email addresses	Register	clients/candidates	Belgium	N/A	https://www.register.eu/en/privacy-policy
CRM platform	Hosting of our CRM database	Zoho	clients/candidates	EU/US	EU-U.S. Privacy Shield Framework	https://www.zoho.com/privacy.html
CRM platform	Hosting of our CRM database	Recruiterbox	candidates	US	EU-U.S. Privacy Shield Framework	https://recruiterbox.com/privacy-policy/
File repository	Store and share files on the cloud	Google Drive	files	EU/US	EU-U.S. Privacy Shield Framework	https://privacy.google.com/businesses/
File repository	Store and share files on the cloud	Dropbox	files	EU/US	EU-U.S. Privacy Shield Framework	https://www.dropbox.com/privacy#privacy
Email/newsletter	Send newsletter, collect subscribers, manage optins/optouts	CampaignMonitor	subscribers	Australia	Standard clauses	https://www.campaignmonitor.com/policies/#privacy-policy
Email/newsletter	Send newsletter, collect subscribers, manage optins/optouts	Mailchimp	subscribers	US	EU-U.S. Privacy Shield Framework	https://mailchimp.com/legal/
Clients	Receive candidates for evaluation	Several	candidates	EU	N/A	Client contract
Other services	Support for recruitment projects	Zakara sprl	clients/candidates	Belgium	N/A	Supplier contract
Other services	Support for recruitment projects	NM Consulting sprl	clients/candidates	Belgium	N/A	Supplier contract
Cookies and pixels	Website analytics	Google Analytics	cookie and web usage	EU/US	EU-U.S. Privacy Shield Framework	https://privacy.google.com/businesses/
Cookies and pixels	Google Adwords conversion and remarketing	Google Adwords	cookie and web usage	EU/US	EU-U.S. Privacy Shield Framework	https://privacy.google.com/businesses/
Cookies and pixels	Facebook Ads conversion and retargeting	Facebook	cookie and web usage	EU/US	EU-U.S. Privacy Shield Framework	https://www.facebook.com/privacy/explanation