

Privacy Policy

Cyber Network SA undertakes to respect the privacy of its employees, customers and candidates for employment, service providers and suppliers. This Privacy Policy is aimed at describing how the personal data that Cyber Network SA collects or holds is used, and to whom said data might be disclosed.

1. Processing of Data

Collection and use of data

Data are collected and used by Cyber Network SA on the following basis :

- Respect for the principles of data protection (lawfulness, good faith and proportionality, limiting of end purposes and duration of storage, accuracy, security)
- Legal basis (employment law and Swiss Code of Obligations)
- The performance of contracts, mandates, hiring and training.

Viewing our website

When you visit our website www.cybernetwork.ch, our servers temporarily save everything you access in a daily log. The following data is recorded and stored :

- the public IP address of the computer making the request
- the name of your supplier of access to the Internet (usually this is your Internet service provider)
- the date and time when you accessed the site
- the website from which the access was carried out (the reference URL), with the search term used if applicable
- the name and URL of the data requested
- the status code (e.g. error message)
- your computer's operating system
- the browser that you use (type, version and language)
- the transmission protocol used (e.g. HTTP/1.1) and,
- if applicable, your username, stemming from a login or the creation of an account.

This data is collected and processed with the aim of enabling our website and our apps to be used (the establishment of the connection and the exchange of data), permanently ensuring the safety and stability of the system and enabling us to optimize our Internet offer. The data is also collected for internal statistical purposes.

Furthermore, the IP address is evaluated with the other data in the event of attacks on the infrastructure of the network or other unauthorised or wrongful uses of the website, for the purposes of clarification and defence, and, if necessary, used as part of criminal proceedings for identification purposes and for civil and criminal proceedings against the users concerned.

Telephone calls, contact by email, or by post

We can be contacted by telephone. Each caller/person is responsible for the content of information communicated by telephone.

We can also be contacted by email or by post, for any request you may have. Anyone who uses these tools to communicate with Cyber Network SA is also responsible for the content or the information communicated.

We advise you not to transmit sensitive information. Only personal data that you communicate voluntarily will be collected.

In order to be able to answer your questions, we may ask you to furnish us with additional information, such as your full name, your home address, your email address, etc. Only the data necessary in order to identify you is collected, in order to answer your questions in the best possible way or to provide the services you need.

Cookies

Cookies are information files that your Internet browser automatically saves on your computer's hard drive when you visit a website.

Cyber Network SA's website is solely a 'shop-window' site that does not use cookies.

For your information, most web browsers automatically accept cookies. However, you can adjust the settings of your browser so that no cookies are stored on your computer, or so that a message pops up every time you receive a new cookie.

If you disable cookies, it is possible that you will no longer be able to use all the different functions of the websites you visit.

Tracking-tools

Google Maps

We use Google Maps on our website for the visual presentation of geographical information. When you use Google Maps, information about the use of our website, including your public IP address, is transmitted to a Google server in the United States and stored there.

It is possible to turn off Google Maps and stop data from being sent to Google by turning off JavaScript in your browser. We would emphasize, however, that if you do this, you will no longer be able to display the map.

How long is the data kept for ?

Cyber Network SA only keeps the data for as long as is necessary to achieve the purposes for which they were collected, to meet the needs of the people concerned and to perform its contractual or legal obligations.

Cyber Network SA keeps the data for the duration of the services or the service contracts, plus the period of time prescribed by law. Cyber Network SA may also keep the data in order to fulfil its legal or regulatory obligations, and to enable it to exercise its rights, or for statistical purposes.

When Cyber Network SA no longer needs to use or store data, the data will be deleted from its systems and files or anonymized so that the data subjects can no longer be identified.

Transfer of data to third parties

We only pass on your personal data to third parties if you have expressly consented to this, if there is a legal obligation to do so or if this is necessary in order to meet our contractual obligations or to assert our rights, in particular to assert claims arising from the contractual relationship. Furthermore, we pass on your data to third parties insofar as this is necessary within the context of the use of our website or of the application, and the performance of the contract (somewhere other than on our website as well).

Transfer of data to foreign countries

We may also transfer your personal data to third-party companies (service providers or mandated services) in foreign countries, for the data processing purposes described in this data protection policy. These companies are duty-bound, to the same extent that we are, to protect your data. If the level of data protection in a country does not correspond to the level in Switzerland or the EU, we will ensure, via a contract submitted in advance to FDPIC, that the protection of your personal data corresponds, at all times, to that afforded in Switzerland or the EU.

For the sake of completion, we note that within the framework of US law, the American authorities may take surveillance measures and access data, which may also include data transferred from Switzerland or the European Union to the United States.

This is done without any distinction, restriction or exception based on the purpose pursued and without objective criteria that might make it possible to limit the US authorities' access to personal data and their use other than for certain strictly limited purposes that would justify this data being accessed.

Moreover, in the United States there is no legal recourse whatsoever for data subjects from Member States of the EU or from Switzerland that would enable them to access, correct or erase data about them that is the subject of a government act, and there is no effective legal protection whatsoever against the US authorities' general rights of access.

We wish to bring to the attention of users residing in Switzerland or in a Member State of the EU that in the opinion of the competent authorities in Switzerland and in the European Union, the United States does not have an adequate level of data protection in place - partly due to the problems mentioned in this section. If the recipients of the data (Google, for instance) are based in the United States or are supposed to process data that pertains to the United States, we will take all reasonable measures to guarantee that your data is protected at an appropriate level with our partners by means of contractual agreements with these companies, and, if necessary, by means of additional guarantees to protect the rights of people whose personal data is transferred to a third country.

We wish to draw your attention expressly to this legal and factual state of affairs, so that you can take an enlightened decision as to whether or not you consent to the disclosure of your personal data to people who are domiciled in the United States or who may process the data concerned in the United States.

2. Additional information

Right to information, of rectification, cancellation and limitation of processing; right to data portability

You can object at any time to the processing of the data. You also have the following rights:

- **Right of access:** the right to be informed about personal data concerning you and that is stored by Cyber Network SA. This gives you the ability to check which personal data about you we are processing and whether we are using them in accordance with the applicable data privacy regulations.
- **Right to information:** the right to be informed about how the data is used. This policy, along with any additional information, is intended to provide this information.
- **Right to withdraw consent:** the right to revoke the consent you have given at any time.
- **Right of rectification:** the right to have inaccurate or incomplete personal data rectified and to be informed that the rectification has taken place.
- **Right to restrict processing:** if the law allows it, you have the right to ask for the processing of your personal data to be restricted.
- **Right of cancellation:** the right to ask for your personal data to be removed, unless a legal basis authorises Cyber Network SA to keep the data.
- **Right to object to processing:** the data subjects have the right to object to the processing of their data at any time.
- **Right to data portability:** the right to ask for the data to be provided or communicated on a portable format when the data processing is done in an automated way, on the basis of consent or a contract.
- **Right to lodge a complaint with a supervisory authority:** the right to lodge a complaint with a competent supervisory authority if you deem that the processing of your personal data violates the applicable data privacy regulations.

Data security

Cyber Network SA undertakes to ensure data security on a permanent basis.

The data is protected by organisational and technical measures that meet the international norms, quality standards and technical advancement standards, in particular against the risks of falsification, destruction, theft, loss, copying and other unlawful processing.

Cyber Network SA takes reasonable and appropriate measures to maintain the confidentiality, integrity and traceability of the data and to prevent the use or unauthorised disclosure of data, in accordance with the nLPD.

3. Amendments to our privacy policy

Cyber Network SA reserves the right to amend this privacy policy at any time.

Any amendments to this privacy policy will take effect when Cyber Network SA notifies the data subjects on its website www.cybernetwork.ch

3. Effective date

This policy was updated on 01.05.2024.