Privacy and Cookie Statement

At HostHub (hereinafter referred to as: HostHub), we highly value the careful handling of personal data. That's why we process and secure personal data with the utmost care. Our processing complies with all requirements set out in the General Data Protection Regulation (GDPR).

In this privacy statement, we explain which personal data we collect from you and how we use it. We also describe the purpose of data collection and the security measures we've taken. We advise you to read this privacy statement carefully.

Definitions

Client: That's you, the entrepreneur and your employees using our service tool.
Visitor: Anyone visiting the website www.hosthub.ai and portal.hosthub.ai
Personal Data: All data that identifies or can identify a natural person (the data subject), in this case the Visitor or the Client, including a name, (email) address, and identification number.
Processor: A person or organization that processes personal data on behalf of the Controller, e.g., via a web application, without being directly under their authority.
Controller: A person or organization that decides whether personal data will be processed and, if so, which data, for what purpose, how it will be processed, and which tools will be used.

1. General

1. This privacy statement applies to all visits to the website www.hosthub.ai (hereinafter: 'the Website') by Visitors and to the use of the HostHub software (hereinafter: 'the Software') by Clients.
2. The processing of personal data is always based on a legal ground, such as your consent, the necessity of processing under an agreement in which you are the Client, or the necessity of processing in our legitimate business interest—which will always be weighed against your right to privacy.
3. We have implemented a data retention policy for processing personal data and store this data in accordance with applicable laws and regulations.

2. Collection and Use of Personal Data from Visitors

1. To serve Visitors as best as possible, we may need to collect and/or process their personal data.
2. When you use the Website and fill in the contact form, HostHub stores the following personal data from you:

a. User Data: To facilitate the use of the Website and its features, and to improve the Website, we collect the following data via cookies:

- IP address
- Browser type
- Date and time of your visit
- Your interaction with the Website

b. Contact Details: When a Visitor uses the contact form, we collect Personal Data to assist them as best as possible and to provide customized support. This includes:

- First and/or last name
- Email address
- Phone number
- Company name
- Message content

c. Cookies: HostHub uses cookies on the Website. More information on this can be found in our Cookie Statement.

3. Collection and Use of Personal Data from Clients

1. When a natural person applies for a position at HostHub via the website, personal data is collected in order to properly process the application. The following data is stored:
   a. First and last name
   b. Email address
   c. Phone number
   d. CV
   e. Cover letter
   f. LinkedIn profile
   g. Indeed profile
2. The data is kept for a maximum of 4 weeks and then deleted, unless you are hired or explicitly give permission to retain your data for up to one year for future job openings.

4. Collection and Use of Personal Data from Job Applicants

1. When a natural person applies for a position at HostHub via the website, personal data is collected in order to properly process the application. The following data is stored:
   a. First and last name
   b. Email address
   c. Phone number
   d. CV
   e. Cover letter
   f. LinkedIn profile
   g. Indeed profile

2. The data is kept for a maximum of 4 weeks and then deleted, unless you are hired or explicitly give permission to retain your data for up to one year for future vacancies.

5. Newsletter

1. Visitors can subscribe to our newsletter via the Website. HostHub only uses the name and email address of Visitors to inform them about special offers and promotions via newsletter, and only if they have given explicit consent. The newsletter contains a link to unsubscribe immediately.
2. HostHub also uses the name and email address of Clients to inform them about special offers and promotions via newsletter, only if they have given explicit consent. The newsletter contains a link to unsubscribe at any time.

6. Sharing with Third Parties

1. HostHub will never share your Personal Data with third parties unless you have given explicit permission to do so. If HostHub receives Personal Data from its Clients, we will always request the Client's consent before sharing it with third parties.
2. HostHub may engage third parties to perform certain data processing activities as described in this privacy statement. These processors always operate under HostHub's responsibility and are not allowed to process Personal Data for their own purposes.
3. HostHub may deem it necessary to share Client Personal Data with other software vendors. This will either be based on performance of the agreement with the Client or explicit permission will be requested. These vendors are also referred to as subprocessors. A list of our subprocessors is available on this page.

7. Third-Party Websites and Services

1. This privacy statement does not apply to third-party websites that are linked from the HostHub Website. HostHub cannot guarantee that these third parties handle your Personal Data in a reliable and/or secure manner. We recommend reading the privacy policies of these third-party websites before using them.
2. To use the Software, you must create a HostHub account and may use social login services such as Facebook, Twitter, or Telegram. Please review the privacy policies of these services (which may change regularly) to understand how they process your Personal Data.

8. Modification/Deletion of Personal Data, Data Portability, Complaints, and Opt-Out

1. As a Visitor of the Website, you have the right to access, correct, supplement, delete, destroy, and restrict the processing of your Personal Data, as defined by the GDPR.

2. If you wish to exercise any of the rights mentioned above, or if you have questions about these rights or this privacy statement, you can contact HostHub via contact@hosthub.ai.
3. If you have given consent for the collection of Personal Data, you may withdraw it at any time. By withdrawing your consent, you acknowledge that this may negatively affect the quality or availability of HostHub's services or the Website. If the Client withdraws their consent, HostHub's service will no longer be possible, and the agreement with the Client will be terminated.

9. Security

1. To secure the Website and the Software, HostHub uses a secure and encrypted SSL connection. You can recognize this by the URL in the address bar of your browser, which starts with "https".

10. Changes to the Privacy Statement

1. HostHub reserves the right to amend this privacy statement.
2. If HostHub decides to update this statement, the changes will be incorporated directly into this document. HostHub will inform you of any changes for a period of three (3) months via a notice on the Website and by sending you an email.

11. Cookie Statement

1. On our website www.hosthub.ai (hereinafter referred to as 'the Website') and while using the HostHub Software (hereinafter referred to as 'the Software'), HostHub uses cookies.
2. A cookie is a small file that is sent along with the pages of this Website and Software and stored by your browser on the hard drive of your computer. The information stored in it can be sent back to the servers of HostHub upon a future visit.

12. Different Types of Cookies

1. HostHub places various types of cookies on its Website and within the Software. In this Cookie Statement, we explain which cookies are used and what information they collect. For some cookies, your explicit consent is required. If so, this will be explained below.

a. Functional Cookies

- HostHub uses cookies to remember your preferences, so you don't have to re-enter them each time. This improves your user experience on the Website and Software.

- Functional cookies also allow logged-in users to remain recognized, so you don't have to log in repeatedly.
- Load balancing cookies are also used to distribute traffic across servers to ensure the fastest possible response from the Website.

b. Analytical Cookies

- HostHub uses analytical cookies from Google (Google Analytics) to track the number of visitors and to receive statistical data on user behavior.
- The information gathered is not directly traceable to you as a person but is used to gain insights into website performance.
- HostHub has a data processing agreement with Google. Google is not allowed to use this data for other services.

c. Tracking Cookies

- HostHub uses tracking cookies to build a user profile. This helps tailor ads to your interests so you only see relevant content.
- These cookies also allow HostHub to track your activity across other websites within its network.
- Placing tracking cookies requires your explicit consent. Upon entering the Website, you will be asked for consent via a cookie banner. If you no longer see the banner, you can adjust your browser settings to change cookie preferences.

Examples of tracking cookies used:

1. **Hotjar cookies**: Identify each unique Visitor and deliver the correct content. They provide session-based tracking to improve the user experience. These cookies automatically expire after 365 days. Hotjar only uses anonymous IDs, not IP addresses.
2. **Google AdSense retargeting cookies**: Allow HostHub to show relevant ads on third-party websites based on your previous visits.
3. **Social media buttons and pixels**: Buttons and pixels are included to share or promote pages on social networks like Facebook, Twitter, Google+, and LinkedIn. These features place cookies that help us understand your interests and tailor advertising accordingly. These cookies operate via code provided directly by those platforms.

13. Right of Access, Correction, and Deletion

1. You have the right to access, correct, or delete your personal data. You can submit your request by emailing info@hosthub.ai. To prevent abuse, we may ask you to verify your identity.
2. You can delete cookies at any time via your browser settings. For instructions on enabling, disabling, or deleting cookies, consult your browser's help section.