SERVICE-related description

(Payroll) Business Process Outsourcing - BPO

Version 1.0 (22.12.2023)

1. Designation and object of SERVICE

1.1 Object of Service:
The SERVICE relates to services in the area of „(Payroll) Business Process Outsourcing - BPO “.

1.2 Purpose, Scope and Type of the Service:
The parties agree on the type and scope as well as the exclusive purposes of the commissioned data processing of the data by the contractor as follows:

The payroll BPO service involves registering the Client's relevant personal data for payroll and verifying the tax and social compliance of all payroll-related entries.

The following data processing may be carried out in accordance with the service description:

- Entering and maintaining payroll data in the client's system,
- Transmission of data to tax and social security authorities via electronic interfaces.

1.3 Type of Data:
Commissioned Data Processing relates to the following types of data:

- Master data (e.g. name, first name, address, marital status)
- Contact details (e.g. e-mail)
- Contract master data (especially contractual relationship)
- Payroll data (e.g. IBAN, salary, salary group, posting definitions, tax data, tariff data)
- Social security data (e.g. pension fund number, health insurance company)
- Time evaluation data (e.g. SoFeNa premiums)

Special categories of data[1]:

☐ The Commissioned Data Processing does not concern any special categories of data within the meaning of Art. 9 GDPR.

☒ The Commissioned Data Processing concerns the following special categories of data within the meaning of Art. 9 GDPR:

- Health data (e.g. incapacity to work, severe disability)
- Religious affiliation (e.g. denomination)

[1] Special categories of personal data include: Data revealing the ethnic origin, political opinions, religious or philosophical beliefs or trade union membership as well as genetic data, biometric data, health data and data relating to sex life or sexual orientation.

1.4 Categories of data subjects concerned by the commissioned data processing

The data concerns the data of the following categories of data subjects:

- Employees of the client
- Relatives of client employees

2. Designation of subcontractors

☐ No subcontractors are used as part of the Commissioned Data Processing.

☒ In accordance with section 8 of the FRAMEWORK AGREEMENT on the Commissioned Data Processing, the subcontractors listed below are used as part of the Commissioned Data Processing.

The following subcontractors process the data on behalf of the contractor for partial SERVICES of the Commissioned Data Processing:

Designation of subcontractor	Address Subcontractor	Description of the Commissioned Data Processing
OEDIV HR Services GmbH	Kurzes Geländ 14 86156 Augsburg	Complete service provision

3. List of permitted Commissioned Data Processing activities in third countries

☒ No data processing takes place within the scope of the Commissioned Data Processing in third countries.

☐ In accordance with Section 2 of the FRAMEWORK AGREEMENT, the Client consents to the Contractor and/or subcontractors in the third countries specified below to carry out parts of the Commissioned Data Processing:

Designation of subcontractor	Description of the Commissioned Data Processing provided in third countries	Third country designation
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4. Additional arrangements on SERVICE-related technical and organisational measures

☒ As part of the provision of the services, the Contractor shall take the technical and organisational measures defined in ANNEX 2 of the FRAMEWORK AGREEMENT to ensure the security of the Commissioned Data Processing in accordance with Art. 32 GDPR.

☐ In addition to the technical and organisational measures defined in ANNEX 2 of the FRAMEWORK AGREEMENT, the contractor shall take the technical and organisational measures described below as part of the provision of the SERVICES to ensure the security of the Commissioned Data Processing in accordance with Art. 32 GDPR.

Description of SERVICE-related technical and organizational measures:

☐ Instead of the technical and organisational measures defined in ANNEX 2 of the FRAMEWORK AGREEMENT, the contractor shall take the technical and organisational measures described below as part of the provision of the SERVICES to ensure the security of the Commissioned Data Processing in accordance with Art. 32 GDPR.

Description of SERVICE-related technical and organizational measures: