

HR Service Delivery Sub-Processors - EU Infrastructure

Infrastructure Sub-processors – Service Data Storage - HR Core Data

The following table describes the countries and legal entities engaged in the storage of Customers Personal Data.

Entity Name	Subprocessing activities	Location of Data Processing	Data Retention	Scope and Type of Data	Applicable Services	Appropriate safeguards for transfers
Rackspace International GmbH	Cloud Service Provider	Germany	Provision of the Services	Service Data including Personal Data related to the provision of the Services	All Services	EU Law
Ecrifel SAS	Electronic Archiving System	France	Provision of the Services	Documents	All Services	EU Law
CDC Arkinéo	Backup Archiving	France	Provision of the Services	Payslips	Optional	EU Law

Sub-processors for specific functionalities - No HR Core Data (processing of limited Customer's personal information)

We work with certain sub-processors to provide specific functionalities. In order to provide the relevant functionality these sub-processors process certain Customers Personal Data, however their use is limited to the indicated Services.

Entity Name	Subprocessing activities	Location of Data Processing	Data Retention	Scope and Type of Data	Applicable Services	Appropriate safeguards for transfers
DataDog, Inc	Operations Data Platform for Log and Machine Events	Germany	Provision of the Services	Computer events about the Services and user activities, which form an audit trail	All Services	EU Law
Zendesk, Inc.	Support Management Tool	United States	Provision of the Services	Identification (name, surname), Contact information (e-mail address, phone number) and ticket content	All Services	Data Processing Agreement with EU Model Clauses
AWS Web Services, Inc.	Amazon Simple Email Service (Amazon SES) - Services inbound and outbound email notifications	Ireland	Provision of the Services	Identification (name, surname), Contact information (e-mail address) and email content	All Services	EU Law
Google LLC	Google Cloud Platform	Germany	Provision of the Services	Service Data including Personal Data related to the provision of the Services	All Services	EU Law
Elastic.co	Search function	Germany	Provision of the Services	Identification (name, surname) and metadata related to the documents stored	All Services	EU Law
Zoho Corporation B. V.	Advanced Reporting Tool	Ireland, Netherlands	Provision of the Services	Service Data including Personal Data related to the provision of the Services	Standard Analytics	EU Law
Nexmo Inc.	Cloud Communications Services (2-Factor authentication)	United States	45 days	Contact information (e-mail address, phone number)	Electronic Signature	Data Processing Agreement with EU Model Clauses
Arago Consulting SAS	Integration with Successfactors®	France	Provision of the Services	Service Data including Personal Data related to the provision of the Services	PeopleDoc For Successfactors®	EU Law

Content Delivery Networks ("CDNs") - No Core HR Data

We use a content delivery networks ("CDNs") for security purposes, and to optimize content delivery. CDNs guard applications exposed to the internet against man-in-the-middle attacks, data breaches, and attempts to overwhelm the network of the targeted origin server using DDoS attacks. CDNs do not have access to HR Core Data, however, website content served to website visitors and domain name information may be stored with a CDN to expedite transmission, and information transmitted across a CDN may be accessed by that CDN to enable its functions.

Entity Name	Subprocessing activities	Location of Data Processing	Data Retention	Scope and Type of Data	Applicable Services	Appropriate safeguards for transfers
CloudFlare	Security (CDN)	According to the user IP address	Data "in-transit"	IP addresses System configuration information Other information about traffic to and from the PeopleDoc applications	All Services	Data Processing Agreement with EU Model Clauses

Ultimate Kronos Group Sub-processors

The following entities are members of the Ultimate Kronos Group. Accordingly, they function as sub-processors to provide the Services.

Entity Name	Country	Appropriate safeguards for transfers
PeopleDoc SAS	France	EU Law
PeopleDoc UK LTD	United Kingdom	EU Law
PeopleDoc GmbH	Germany	EU Law
Ultimate Software Inc.	United States	EU Model Clauses
Ultimate Software Group of Canada Inc.	Canada	Adequacy decision
Ultimate Software Group of Spain S.L.U.	Spain	EU Law
Ultimate Software Group of Asia Pte Ltd.	Singapore	EU Model Clauses

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