

Title	Cezanne HR (Occupop) List of Sub-Processors		
Author	Compliance Manager	Annex Control	A5.19-A5.23
Reviewed	Chief Technical Office	Procedure Number	-
Approved	Director of Contracts & Commercial operations	ISO Standard	27001:2022
Document version	2.2	Confidentiality level	Commercially Sensitive
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Sub-Processor Name & Address	Data Processing Location	Nature of Processing	HR	Payroll	Recruiting (Occupop)
Abyl London, UK	EU	Purpose: Operations: Front end notifications Data Accessed: Applicants Data: Name	☐	☐	☒
Amazon Web Services (AWS) Seattle, Washington (USA)	Dublin, Ireland Frankfurt, Germany	Purpose: Cezanne HR infrastructure, hosting and security related services Data Accessed: Cezanne business & customer data	☒	☒	☐
Amazon Web Services EMEA SARL Luxembourg	EU	Purpose: Operations: Database hosting and storage of all data Data Accessed: Customer/applicant data including contract files, forms, CV files and subset of these files	☐	☐	☒
Bid Recruit Limited T/A Occupop Cezanne HR Affiliate Dublin, Ireland	EU	Purpose: Cezanne HR Affiliate providing development, maintenance and support for the Recruiting (Occupop) product initially; over time to extend also to HR and Payroll products. Data Accessed: Customer data initially within Recruiting Product, over time extending to HR and Payroll Products	☒	☒	☒
Bottomline Technologies Limited Berkshire (UK)	EU	Purpose: Manage and execute financial transactions related to payroll activities Data Accessed: Customer personal data related to payroll services	☐	☒	☐
Cloudreach Europe Limited London (UK)	Not applicable	Purpose: Provides Cezanne with 24/7 system monitoring services and management of the backup/recovery process, including disaster recovery Data Accessed: Not applicable: no access to customer data	☒	☒	☐
Cronofy LTD Nottingham, UK	EU	Purpose: Optional Application Functionality: Calendar Integration Data Accessed: Customer Data: Names, email addresses, calendar read/write * Applicable if feature is enabled	☐	☐	☒
Freshworks Inc. Legacy Headquarters: San Mateo, California (USA) UK office: London (UK)	EU	Purpose: Freshdesk: Customer support helpdesk and ticketing solution Data Accessed: Customer data shared by customer via Support tickets. No direct access to customer data.	☒	☒	☐
GetKnit Dublin, Ireland	India	Purpose: Operations: HRIS Integrations Data Accessed: Customers & Applicants: Applicant & customers contact details and job descriptions Only applicable for a single integration (SAP integration - where enabled)	☐	☐	☒

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Google Cloud EMEA LTD. Dublin, Ireland	EU	Purpose: Sales/Customer Success: Email Communication, online video conferencing, calendar invites, SSO Data Accessed: Customer Data: Names and email addresses * Applicable if feature is enabled	☐	☐	☒
Heroku Inc California, USA	EU	Purpose: Operations: Database hosting and storage of all data Data Accessed: Customers & Applicants: Applicant & customers contact details and job descriptions	☐	☐	☒
Hubspot Inc Headquarters: Cambridge, Massachusetts (USA) European Head office: Dublin (Ireland)	Germany	Purpose: Provides Cezanne HR with services aimed at Customer relationship management tool for prospect and customers data including support purposes or as part of an implementation project Data Accessed: Sales & Marketing B2B data, Cezanne business & customer data shared by customer via Support tickets. No direct access to customer data.	☒	☒	☐
Intercom R&D Unlimited Legacy Dublin, Ireland	US	Purpose: Sales/Customer Success: Customer support, customer email communication Data Accessed: Customer Data: Customer details including emails, browser version and number of logins	☐	☐	☒
Interviewweb s.r.l Legacy Torino (Italy)	Dublin, Ireland	Purpose: SaaS service for Recruitment, which Cezanne HR offers on a white label basis to customers in the English-speaking world, as part of the full HRM solution Data Accessed: Customer data	☒	☐	☐
Litmos San Francisco, California (USA)	Frankfurt, Germany	Purpose: Third-party Learning Management module Data Accessed: Customer data & Cezanne employee data	☒	☐	☐
Microsoft Corporation Washington, USA	EU	Purpose: Optional Application Functionality: SSO Data Accessed: Customer Data: Name and email	☐	☐	☒
Outpost24 Karlskrona (Sweden)	Ireland	Purpose: Provides Cezanne HR with continuous penetration testing to identify potential vulnerability that could expose client data. Data Accessed: Not applicable: no access to client data	☒	☒	☐
Planhat AB Stockholm, Sweden	EU	Purpose: Sales/Customer Success: Account performance metrics, subscription information, onboarding and renewal email comms Data Accessed: Customer data: Customer details including emails, all data points: number of logins, support tickets	☐	☐	☒

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Postmark Chicago, USA	US	Purpose: Sales/Customer Success: System email communication to users and candidates Data Accessed: Customer Data: Names, email addresses	☐	☐	☒
Sendsafely Newark, Delaware (USA)	EU	Purpose: Provides Cezanne HR with services aimed at facilitating secure data exchange which may include client data e.g. for support purposes or as part of an implementation project. Data Accessed: Not applicable: no access to client data	☒	☒	☐
Staffology Limited Legacy West Sussex (UK)	Dublin, Ireland	Purpose: Optional: A SaaS service for UK payroll, which Cezanne HR offers on a white label basis to customers that have employees in the UK, as part of the full HRM solution Data Accessed: Customer data: Payroll data Only applicable to a small quantity of legacy customers that have not migrated to Cezanne Payroll module.	☐	☒	☐
Twilio Ireland LTD Dublin, Ireland	US	Purpose: Optional Application Functionality: SMS for interview confirmation Data Accessed: Prospects/Customer Data: Mobile phone number	☐	☐	☒
Wospee Bologna (Italy)	EU	Purpose: Optional: Provides Cezanne HR & Payroll an integration tool Data Accessed: Customer Data Only applicable where this module / capability is subscribed to.	☒	☐	☐

Change history

Date	Version	Created by	Description of charge
05 Oct 2018	0.1	Fusion Forensics	Basic document outline
08 Oct 2018	0.2	Chief Technical Officer	Added AWS and Cezanne HR Service backups
07 Nov 2018	1.0	Senior Network Administrator	Document reviewed, approved and published; not published
29 Oct 2021	1.1	Senior Network Administrator	Updated for local server removal; not published

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07 Dec 2022	1.2	Compliance Manager	New template: document managed in ISMS.Online; not published
22 Nov 2023	1.3	Compliance Manager	No change, reviewed; not published
10 Sep 2025	2.0	Compliance Manager	Updated with Occupop subprocessors; not published
15 May 2025	2.1	Compliance Manager	Change of format, names changes to job titles under GDPR, reviewed & not published
22 May 2025	2.2	Compliance Manager	Updated; review and approval requested JH: APPROVED & PDF published