

Data-protection declaration

We are grateful for your interest in our company. Data protection is of particular importance to the management of G+H Group companies. Use of the Internet pages of the G+H Group is always possible without the provision of any personal data. However, if a data subject wishes to use special services of our companies through our internet sites, personal data processing may be required. If the processing of personal data is required and there is no legal basis for such processing, we generally seek the consent of the data subject.

The processing of personal data, such as the name, address, email address or telephone number of a data subject, is always carried out in compliance with the General Data Protection Regulation and in accordance with the country-specific privacy policy applicable to G+H Group. With this data protection declaration, our companies seek to inform the public about the nature, scope and purpose of the personal information we collect, use and process. Furthermore, data subjects are informed of their rights under this data protection declaration.

The G+H Group companies listed in point 2 below, hereinafter referred to simply as G+H Group, have implemented numerous technical and organisational measures as controllers to ensure the most complete protection of the personal data processed through this website. Nevertheless, any Internet-based data transmission has security vulnerabilities in principle, so that absolute protection not be guaranteed. For this reason, every person concerned is free to submit personal data to us in alternative ways, for example by telephone.

1. Definition of terms

The G+H Group data protection declaration is based on the terminology used by the European legislators and regulators when issuing the General Data Protection Regulation (GDPR). Our data protection declaration should be easy to read and understand for the public as well as for our customers and business partners. To ensure this, we would like to explain in advance the terminology used.

We use the following terms in this data protection declaration, including but not limited to:

- **a) Personal data**

Personal data means any information relating to an identified or identifiable natural person (the "data subject"). A natural person is considered to be identifiable for whom, directly or indirectly, in particular by association with an identifier such as a name, an identification number, location data, an online identifier or one or more special features, the expression of the physical, physiological, genetic, mental, economic, cultural or social identity of this natural person can be identified.

- **b) Data subject**

The data subject is any identified or identifiable natural person whose personal data is processed by the controller.

- **c) Processing**

Processing means any process or series of operations related to personal data, such as collecting, collecting, organising, storing, adapting or modifying, reading out, querying, using, with or without the aid of automated procedures; disclosure by submission, dissemination or other form of provision, reconciliation or association, restriction, erasure or destruction.

- **d) Restriction of processing**

Restriction of processing is the marking of stored personal data with the objective of limiting their future processing.

- **e) Profiling**

Profiling is any kind of automated processing of personal data that consists in using that personal information to analyse or predict certain personal aspects relating to a natural person, in particular aspects relating to job performance, economic situation, health, personal preferences, interests, reliability, behaviour, whereabouts or relocation of that natural person.

- **f) Pseudonymisation**

Pseudonymisation is the processing of personal data in such a way that personal data can no longer be attributed to a specific data subject without the use of additional information, provided that such additional information is kept separate and subject to technical and organisational measures to ensure that the personal data is not assigned to an identified or identifiable natural person.

- **g) Controller**

The controller is the natural person or legal entity, public authority, body or organisation that, alone or in concert with others, decides on the purposes and means of processing personal data. Where the purposes and means of such processing are determined by European Union law or the laws of the Member States, the controller or the specific criteria for their designation may be provided for under European Union or national law.

- **h) Processor**

The processor is a natural person or legal entity, public authority, body or organisation that processes personal data on behalf of the controller.

- **i) Recipient**

The recipient is a natural person or legal entity, public authority, body or organisation to whom personal data is disclosed, whether or not it is a third party. However, authorities which may receive personal data under European Union or national law in connection with a particular mission are not considered recipients.

- **j) Third party**

A third party is any natural or legal person, public authority, body or organisation other than the data subject, the controller, the processor and the persons authorised under the direct responsibility of the controller or processor to process the personal data.

- **k) Consent**

Consent is any voluntarily given expression of consent unambiguously expressed in the form of a statement or other unambiguous confirmatory act by the data subject for the particular case, by which the data subject indicates that they consent to the processing of the personal data concerning them.

2. Name and address of the controller

The controller within the meaning of the General Data Protection Regulation, other data protection laws in the Member States of the European Union and other provisions related to data protection is:

G+H ISOLIERUNG GmbH

Industriestraße 19 A
67063 Ludwigshafen
Tel.: +49 621 502-0
Fax: +49 621 502-599
E-Mail: info@guh-group.com

G+H Schallschutz GmbH

Industriestraße 19 A
67063 Ludwigshafen
Tel.: +49 621 502-0
Fax: +49 621 502-593
E-Mail: info-noise-control@guh-group.com

Isolierungen Leipzig GmbH

Hohmannstr. 7c
04129 Leipzig
Tel.: +49 341 5660 300
Fax: +49 341 5660 500
E-Mail: info@isolierungen-leipzig.de

Wrede & Niedecken GmbH

Peter-Henlein-Str. 4
50389 Wesseling
Tel.: +49 2232 1801-0
Fax: +49 2232 1801-68
E-Mail: info@wrede-niedecken.de

Schuh Brandschutz und Sanierung GmbH

Bredowstr. 10
22113 Hamburg
Tel.: +49 40 73343-141
Fax: +49 40 73343-149
E-Mail: info@schuh-bs.de

G+H Akoestiek b.v.

Cartografenweg 28
5141 MT Waalwijk
Tel.: +31 416 347054
Fax: +31 416 347949
E-Mail: info@ghakoestiek.com

G+H Montage N.V.

Antwerpsebaan 26 (Haven 712)
2040 Antwerpen – Stabroek
Tel.: +32 3 568 60 17
Fax: +32 3 568 17 46
E-Mail: info@ghmontage.be

**G+H Insulation India Pvt. Ltd.
(Formerly Known as G+H Liz India Private Limited)**

A” Wing, 502, Citipoint,
Andheri-Kurla Road,
J B Nagar, Andheri (East),
Mumbai 400 059, India.
Tel.: +91 22 4074 4719
Email: info@gnhind.com

Postal address and contact:

c/o G+H Group
Janderstraße 5
68199 Mannheim
Tel.: +49 621 502-0
Fax: +49 621 502-599
E-Mail: info@guh-group.com

3. Name and address of the Data Protection Officer

Contact details of the data protection officer of the controller

Data protection officer
G+H ISOLIERUNG GmbH
Janderstraße 5
68199 Mannheim

E-Mail: datenschutz@guh-gruppe.de

Any data subject can contact our data protection officer at any time with any questions or suggestions regarding data protection.

4. Cookies

The Internet pages of the G+H Group use cookies. Cookies are text files that are stored on a computer system via an Internet browser.

Many websites and servers use cookies. Many cookies contain a so-called cookie ID. A cookie ID is a unique identifier of the cookie. It consists of a character string by means of which Internet pages and servers can be assigned to the specific Internet browser in which the cookie was stored. This allows visited websites and servers to distinguish the individual's browser from other Internet browsers that contain other cookies. A particular web browser can be recognised and identified by the unique cookie ID.

By using cookies, G+H Group can provide users of this website with more user-friendly services that would not be possible without cookies.

Cookies allow the information and offers on our website to be optimised to the benefit of the user. Cookies allow us, as already mentioned, to recognise the users of our website. The purpose of this recognition is to make it easier for users to use our website. For example, the user of a website that uses cookies need not enter their credentials each time they visit the website, as this is done using the website and the cookie stored on the user's computer system. Another example is the cookie for a shopping basket in the online shop. The online shop uses a cookie to remember the items that a customer has placed in the virtual shopping cart.

The data subject can prevent the setting of cookies through our website at any time by changing the appropriate setting of the Internet browser used and thus permanently prohibit the setting of cookies. Furthermore, already set cookies can be deleted at any time using the Internet browser or other software programs. This is possible in all common Internet browsers. If the data subject deactivates the setting of cookies in the Internet browser used, not all functions of our website may be fully usable.

Cookies used on this website:

Name of the cookie	Intended use	Storage time	Type of cookie
fe_typo_user	Checks whether the user is logged in (e.g. for the SISO download).	Session	Session cookie
_gat	This cookie is used for Google Analytics to reduce the frequency of requests from the player.	1 minute	third-party cookie
_ga	This cookie is used for Google Analytics to distinguish between users.	2 years	third-party cookie
_gid	This cookie is used for Google Analytics to distinguish between users.	1 day	third-party cookie
PREF	The following cookies collect anonymous statistics regarding the videos embedded on YouTube and the evaluation of the	9 months	third-party cookie

	performance of the video embedded on our website and are controlled by YouTube. PREF is used for traffic analysis.		
VISITOR_INFO1_LIVE	VISITOR_INFO1_LIVE tests the bandwidth.	10 months	third-party cookie
YSC	YSC saves the watched video and is bound to the session.	Session	third-party cookie
CONSENT	The cookie CONSENT is used for the cookie consent. This is the automatically appearing hint field that the website uses cookies.	unlimited	third-party cookie
cookies_setting	This cookie is set as soon as the user agrees to the cookie guidelines in the cookie bar and remembers the answer, so to speak.	1 day	permanent cookie

5. Collection of general data and information

The Internet pages of G+H Group collect a series of general data and information each time the website is accessed by a data subject or an automated system. This general data and information is stored in the log files of the server. Data collected can concern (1) the browser types and versions used, (2) the operating system used by the accessing system, (3) the Internet page from which an accessing system accesses our website (so-called referrers), (4) the sub-web pages from which an accessing system was directed to our Internet page, (5) the date and time of access to the website, (6) an Internet Protocol address (IP address), (7) the Internet service provider of the accessing system and (8) other similar data and information used in the event of attacks on our information technology systems.

When using this general data and information, G+H Group does not draw any conclusions about the data subject. Rather, this information is required to (1) correctly deliver the content of our website, (2) to optimise the content of our website and to advertise it, (3) to ensure the continued functioning of our information technology systems and the technology of our website, and (4) to provide law enforcement authorities with the necessary information for prosecution in the event of a cyberattack. This anonymously collected data and information is evaluated by G+H Group statistically on the one hand and further with the aim to increase the privacy and data security in our company to ultimately ensure an optimal level of protection for the personal data we process. The anonymous data in the server log files are stored separately from all personal data provided by a data subject.

6. Registration on our website

The data subject may register on the website of the controller, providing personal data. The personal data transferred to the controller is determined by the respective input mask, e.g.: for the download program SISO-, which is used for registration. For example, the download history for the

SISO program is stored in the backend to ensure the user smooth access to the respective software versions and to detect misuse of passwords.

The personal data entered by the data subject are collected and stored exclusively for internal use by the controller and for the data subject's own purposes. The controller may arrange for the data to be transferred to one or more processors, such as a parcel service, who also uses the personal data exclusively for internal use attributable to the controller.

During registration on the website of the controller, the IP address assigned by the Internet Service Provider (ISP) of the data subject, the date and time of registration are also stored. This data is stored only so the misuse of our services can be prevented, and this data if necessary makes it possible to clarify committed offences. In this respect, the storage of this data is required to secure the controller. There is absolutely no disclosure of this data to third parties, provided there is no legal obligation to disclose it or its disclosure serves the purposes of law enforcement.

The registration of the data subject with voluntary provision of personal data is used by the data controller to provide the data subject with content or services that, due to their nature, can only be offered to registered users. Registered persons are free to modify the personal data provided during registration at any time or to delete it completely from the database of the data controller.

The controller shall, at any time upon request, provide information to each data subject as to what personal data about the data subject is stored. Furthermore, the data controller will correct or delete personal data at the request or reference of the data subject, insofar as this does not conflict with any statutory storage requirements. A data protection officer named in this data protection statement and the entirety of the data controller's employees are available as contact persons for the data subject in this context.

7. Contact through the website

Due to legal regulations, the Internet pages of G+H Group contain information that allow you to contact our company quickly and to communicate with us directly, which also includes a general address for electronic mail (email address). If a data subject contacts the data controller by email or through a contact form, personal data submitted by the data subject will automatically be saved. Such personal data, voluntarily transmitted by an individual to the controller, is stored for the purpose of processing or contacting the data subject. There is no disclosure of this personal data to third parties.

8. Routine deletion and blocking of personal data

The controller shall process and store the personal data of the data subject only for the period necessary to achieve the purpose of the storage or, as the case may be, by the European legislators and regulators or by any other legislator in laws or regulations to which the controller is subject.

If the storage purpose ceases or if a storage period prescribed by the European directives and regulations or any other relevant legislature expires, the personal data will be routinely blocked or deleted in accordance with the statutory provisions.

9. Rights of the data subject

• a) Right to confirmation

Every data subject has the right, as granted by the European legislators and regulators, to require the controller to confirm whether personal data relating to him/her is being processed. If a data subject wishes to make use of this confirmation right, they can contact our data protection officer or another employee of the controller at any time.

• b) Right to be informed

Any person affected by the processing of personal data shall have the right, as granted by the European legislators and regulators, to obtain at any time, free of charge, from the controller, any personal data stored about him or her and a copy of that information. Furthermore, European legislators and regulators have provided the data subject with the following information:

- The purpose of processing
- The categories of personal data being processed
- The recipients or categories of recipients to whom the personal data have been disclosed or are still being disclosed, in particular any recipients in third countries or to international organisations
- If possible, the planned duration for which the personal data will be stored or, if that is not possible, the criteria for determining that duration
- The existence of a right to correction or erasure of the personal data concerning him/her or to a restriction of processing by the controller or a right to object to such processing
- The existence of a right of appeal to a supervisory authority
- If the personal data is not collected from the data subject: All available information about the origin of the data
- The existence of automated decision-making including profiling under Article 22 (1) and (4) of the GDPR and - at least in these cases - meaningful information about the logic involved and the scope and intended impact of such processing on the data subject

In addition, the data subject has a right of access as to whether personal data has been transmitted to a third country or to an international organisation. If that is the case, then the data subject has the right to obtain information about the appropriate guarantees in connection with the transfer.

If a data subject wishes to make use of this right to be informed, they can contact our data protection officer or another employee of the controller at any time.

• c) Right to correction

Any person affected by the processing of personal data has the right, as granted by European legislators and regulators, to demand the immediate correction of inaccurate personal data concerning him/her. Furthermore, the data subject has the right to request the completion of incomplete personal data, including by means of a supplementary declaration, taking into account the purposes of the processing.

If a data subject wishes to exercise this right to correction, they can contact our data protection officer or another employee of the data controller at any time.

• d) Right to deletion (right to be forgotten)

Any person concerned by the processing of personal data shall have the right, as granted by European legislators and regulators, to require the controller to immediately delete the personal data concerning him/her, provided that one of the following reasons is satisfied and the processing is not required:

- The personal data has been collected for such purposes or otherwise processed in such a manner for which it is no longer necessary.
- The data subject withdraws the consent on which the processing was based in accordance with Article 6 (1) (a) of the GDPR or Article 9 (2) (a) of the GDPR and there is no other legal basis for the processing.
- The data subject objects to the processing in accordance with Article 21 (1) GDPR and there are no legitimate reasons for the processing, or the data subject objects to the processing in accordance with Article (2) GDPR.
- The personal data was unlawfully processed.
- The erasure of personal data is necessary to fulfil a legal obligation under European Union or national law to which the controller is subject.
- The personal data was collected in relation to information society services offered pursuant to Article 8 (1) GDPR.

If any of the above reasons apply and a data subject wishes to request the deletion of personal information stored by G+H Group, they may contact our Data Protection Officer or another employee of the controller at any time. The Data Protection Officer of G+H Group or another employee will arrange for the deletion request to be fulfilled immediately.

If the personal data has been made public by G+H Group and if the specific company is responsible for the deletion of personal data as the controller within the meaning of Article 17 (1) GDPR, G+H Group shall take appropriate measures, taking into account the available technology and the implementation costs, including those of a technical nature, to inform other data controllers processing the published personal data that the data subject has requested from all these other controllers the deletion of any links to such personal data or copies or replications thereof, providing the processing is not necessary. The Data Protection Officer of G+H Group or another employee will arrange all necessary actions in individual cases.

- **e) Right to restriction of processing**

Any person affected by the processing of personal data has the right, as granted by the European legislators and regulators, to require the controller to restrict the processing if one of the following conditions is met:

- The accuracy of the personal data is contested by the data subject, for restriction of processing for a period of time that enables the controller to verify the accuracy of the personal data.
- The processing is unlawful, the data subject refuses deletion of the personal data and instead requests the restriction of the use of personal data.
- The controller no longer needs the personal data for the purposes of processing, but the data subject requires them to assert, exercise or defend legal claims.
- The data subject objects to the processing in accordance with Article 21 (1) GDPR and it is not yet clear whether the legitimate reasons of the controller outweigh those of the data subject.

If one of the above conditions is met and a data subject wishes to request the restriction of personal data stored by G+H Group, they may contact our Data Protection Officer or another employee of the controller at any time. The Data Protection Officer of G+H Group or another employee will arrange for the restriction.

- **f) Right to data portability**

Any person affected by the processing of personal data shall have the right, as granted by European legislators and regulators, to obtain the personal data concerning him/her provided to a controller by the data subject in a structured, common and machine-readable format. He/she also has the right to transfer this data to another controller without hindrance by the controller to whom the personal data was provided, provided that the processing is based on consent pursuant to Article 6 (1) (a) GDPR or Article 9 (2) (a) GDPR or on a contract pursuant to Article 6 (1) (b) GDPR

and processing by means of automated processes, unless the processing is necessary for the performance of a task of public interest or in the exercise of public authority which has been assigned to the controller.

Furthermore, in exercising their right to data portability under Article 20 (1) of GDPR, the data subject has the right for the personal data to be transmitted directly from one controller to another, insofar as this is technically feasible and if this does not affect the rights and freedoms of others.

To enforce the right to data portability, the data subject may, at any time, contact the Data Protection Officer appointed by G+H Group or another employee.

- **g) Right of objection**

Any person affected by the processing of personal data shall have the right, as granted by the European legislators and regulators, to object at any time, for reasons arising from their particular situation, to the processing of personal data relating to him/her pursuant to Article 6 (1) (e) or (f) GDPR. This also applies to profiling based on these provisions.

In the event of an objection, G+H Group will no longer process your personal data unless we can prove that there are compelling legitimate reasons for processing that outweigh the interests, rights and freedoms of the data subject, or the processing serves the purpose of the assertion, exercise or defence of legal claims.

If G+H Group processes personal data in order to operate direct mail, the data subject has the right to object at any time to the processing of personal data for the purpose of such advertising. This also applies to the profiling, to the extent it is associated with such direct mail. If the data subject objects to G+H Group performing processing for direct marketing purposes, G+H Group will no longer process personal data for these purposes.

In addition, the data subject has the right, for reasons arising out of their particular situation, to object to the processing of personal data concerning them carried out by G+H Group for scientific or historical research purposes or for statistical purposes under Article 89 (1) GDPR, unless such processing is necessary to fulfil a task of public interest.

In order to exercise the right of objection, the data subject may directly contact the Data Protection Officer of G+H Group or another employee. The data subject is also free, in the context of the use of information society services, notwithstanding Directive 2002/58/EC, to exercise his or her right of objection by means of automated procedures using technical specifications.

- **h) Automated decisions in specific cases including profiling**

Any person affected by the processing of personal data shall have the right, as granted by the European legislators and regulators, not to be subject to a decision based solely on automated processing, including profiling, which has a legal effect on him/her or, in a similar manner, significantly affects him/her; unless the decision (1) is necessary for the conclusion or performance of a contract between the data subject and the controller; or (2) permitted by European Union or Member State legislation to which the controller is subject, and that legislation provides for appropriate measures to safeguard the rights and freedoms as well as the legitimate interests of the data subject; or (3) with the express consent of the data subject.

If the decision (1) is required for the conclusion or performance of a contract between the data subject and the controller or (2) it is done with the express consent of the data subject, G+H Group shall take reasonable steps to safeguard the rights and freedoms and the rights legitimate interests of the data subject, including at least the right to obtain the intervention of a person by the controller, to express his/her own position and to contest the decision.

If the data subject wishes to exercise rights associated with automated decision-making, they may contact our Data Protection Officer or other employee at any time.

- **i) Right to revoke data protection consent**

Any person affected by the processing of personal data has the right, as granted by the European legislators and regulators, to revoke consent to the processing of personal data at any time.

If the data subject wishes to assert their right to withdraw their consent, they may at any time contact our Data Protection Officer or another employee of the controller.

10. Data protection in job applications and in the application process

The controller collects and processes the personal data of applicants for the purpose of processing the application process. The processing can also be done electronically. This is particularly the case if an applicant submits corresponding application documents to the controller by electronic means, for example by email or via a web form available on the website. If the controller concludes a contract of employment with an applicant, the data transmitted will be stored for the purposes of the employment relationship in accordance with the law. If no employment contract is concluded with the application by the controller, the application documents will be automatically deleted two months after the announcement of the rejection decision, unless deletion precludes other legitimate interests of the controller. Other legitimate interests in this sense, for example, could be a burden of proof in a procedure under the General Equal Treatment Act (AGG).

11. Data protection conditions on the use of Facebook

The controller has integrated components of the company Facebook on this website. Facebook is a social network.

A social network is an Internet-based social meeting place, an online community that typically allows users to communicate with each other and interact in virtual space. A social network can serve as a platform to exchange views and experiences, or allows the Internet community to provide personal or business information. Facebook allows social network users to create private profiles, upload photos and socialise via friend requests.

The operator of Facebook is Facebook, Inc., 1 Hacker Way, Menlo Park, CA 94025, USA. The controller for the processing of personal data, if an affected person lives outside the US or Canada, is Facebook Ireland Ltd., 4 Grand Canal Square, Grand Canal Harbour, Dublin 2, Ireland.

Each visit to one of the individual pages of this website operated by the controller on which a Facebook component (Facebook plug-in) has been integrated automatically causes the Internet browser on the computer system of the data subject to download a representation of the corresponding Facebook component. An overview of all Facebook plug-ins can be found at https://developers.facebook.com/docs/plugins/?locale=en_US. As part of this technical process, Facebook receives information about which specific sub-page of our website is visited by the person concerned.

If the data subject is simultaneously logged in to Facebook, Facebook recognises on each visit by the data subject to our website and during the entire duration of the respective stay on our website, which specific page of our website the data subject visited. This information is collected through the Facebook component and assigned by Facebook to the respective Facebook account of the data subject. If the data subject clicks one of the Facebook buttons integrated on our website, for example the "Like" button, or if the data subject makes a comment, Facebook assigns this

information to the personal Facebook user account of the data subject and saves this personal data.

Facebook always receives information via the Facebook component that the data subject has visited our website if the data subject is logged in to Facebook at the same time as accessing our website; this happens regardless of whether the person clicks on the Facebook component or not. If such a transfer of this information to Facebook is not wanted by the data subject, he or she can prevent the transfer by logging out of their Facebook account before visiting our website.

The data policy published by Facebook, which can be accessed at <https://de-de.facebook.com/about/privacy/>, provides information on the collection, processing and use of personal data by Facebook. It also explains the options Facebook offers to protect the privacy of the data subject. In addition, different applications are available which make it possible to suppress data transmission to Facebook, for example, the Facebook blocker of the provider Webgraph, which can be obtained at <http://webgraph.com/resources/facebookblocker/>. Such applications can be used by the data subject to suppress data transmission to Facebook.

12. Data protection conditions on the use of Google Analytics (with anonymisation feature) and Google Maps

The person responsible for processing has integrated the components Google Analytics (with anonymisation function) and Google Maps on this website. Google Analytics is a web analytics service. Web analysis is the collection, collection and evaluation of data on the behaviour of visitors to Internet sites. A web analysis service collects, among other things, data on the website from which a person concerned has accessed a website (so-called referrer), which subpages of the website have been accessed or how often and for how long a subpage has been viewed. A web analysis is mainly used to optimize a website and for cost-benefit analysis of Internet advertising. Google Maps is used to display maps and locations. By embedding Google Maps, the IP address of the user is transmitted directly to Google as soon as the user visits this website.

The operator of the Google Analytics component is Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland.

The controller uses the suffix "_gat._anonymizeIp" for web analytics via Google Analytics. By means of this suffix, the IP address of the Internet access of the data subject will be shortened and anonymised by Google if the access to our website is from a Member State of the European Union or from another state party to the Agreement on the European Economic Area.

The purpose of the Google Analytics component is to analyse visitor flows on our website. Among other things, Google uses the data and information obtained to evaluate the use of our website, to compile online reports for us showing activity on our websites and to provide other services related to the use of our website.

Google Analytics uses a cookie on the information technology system of the data subject. What cookies are has already been explained above. By using this cookie, Google can analyse the usage of our website. Each time one of the pages of this website operated for the controller by the controller and a Google Analytics component has been integrated is accessed, the Internet browser on the information technology system of the data subject is automatically caused by the respective Google Analytics component to submit data to Google for online analysis purposes. As part of this technical process, Google will be aware of personal data, such as the IP address of the person concerned, which serve, among other things, Google to track the origin of visitors and clicks, and subsequently to enable commission billing.

The cookie stores personally identifiable information, such as access time, the location from which access was made and the frequency of site visits by the data subject. Each time you visit our

website, your personal information, including the IP address of the Internet connection used by the data subject, is transferred to Google in the United States of America. This personal information is stored by Google in the United States of America. Google may transfer such personal data collected through the technical process to third parties.

The data subject can prevent the setting of cookies through our website at any time, as explained above, by changing the appropriate setting of the Internet browser used and thus permanently prohibit the setting of cookies. Such a configuration of the Internet browser used would also prevent Google from setting a cookie on the information technology system of the person concerned. In addition, a cookie already set by Google Analytics can be deleted at any time via the Internet browser or other software programs.

Furthermore, the data subject has the possibility of objecting to and preventing the collection of the data generated by Google Analytics for the use of this website and the processing of this data by Google. To do this, the person must download and install a browser add-on at <https://tools.google.com/dlpage/gaoptout>. This browser add-on informs Google Analytics via JavaScript that no data and information about website visits may be transmitted to Google Analytics. The installation of the browser add-on is considered an objection by Google. If the data subject's information technology system is later deleted, formatted or reinstalled, the data subject must re-install the browser add-on to disable Google Analytics. If the browser add-on is uninstalled or disabled by the data subject or any other person within their sphere of control, it is possible to reinstall or re-enable the browser add-on.

Additional information and Google's data protection declaration can be found at <https://www.google.com/intl/en/policies/privacy/> and <http://www.google.com/analytics/terms/en.html>. Google Analytics is explained in more detail at https://www.google.com/intl/de_de/analytics/.

13. Data protection conditions on the use of LinkedIn

The controller has integrated components provided by the LinkedIn Corporation on this website. LinkedIn is an Internet-based social network that allows users to connect to existing business contacts and make new business contacts. Over 400 million registered people use LinkedIn in more than 200 countries. This makes LinkedIn currently the largest platform for business contacts and one of the most visited Internet sites in the world.

The operator of LinkedIn is LinkedIn Corporation, 2029 Stierlin Court, Mountain View, CA 94043, USA. For data protection issues outside the USA, LinkedIn Ireland, Privacy Policy Issues, Wilton Plaza, Wilton Place, Dublin 2, Ireland, is responsible.

Each time you visit our website, which has a LinkedIn component (LinkedIn plug-in), this component causes the browser used by the data subject to download a corresponding representation of the LinkedIn component. More information about the LinkedIn plug-ins can be found at <https://developer.linkedin.com/plugins>. As part of this technical process, LinkedIn learns about the specific page on our website visited by the data subject.

If the data subject is simultaneously logged in to LinkedIn, LinkedIn recognises on each visit by the data subject to our website and during the entire duration of the respective stay on our website, which specific page of our website the data subject visited. This information is collected through the LinkedIn component and assigned by LinkedIn to the respective LinkedIn account of the data subject. If the data subject clicks a LinkedIn button integrated on our website, LinkedIn assigns this information to the personal LinkedIn user account of the data subject and saves this personal data.

LinkedIn always receives information via the LinkedIn component that the data subject has visited our website if the data subject is logged in to LinkedIn at the same time as accessing our website;

this happens regardless of whether the person clicks on the LinkedIn component or not. If such a transfer of this information to LinkedIn is not wanted by the data subject, he or she can prevent the transfer by logging out of their LinkedIn account before visiting our website.

At <https://www.linkedin.com/psettings/guest-controls>, LinkedIn offers the ability to opt out of email messages, text messages and targeted ads, as well as manage ad settings. LinkedIn also uses partners like Quantcast, Google Analytics, BlueKai, DoubleClick, Nielsen, Comscore, Eloqua and Lotame, who can set cookies. Such cookies can be refused at <https://www.linkedin.com/legal/cookie-policy>. LinkedIn's data protection declaration available at <https://www.linkedin.com/legal/privacy-policy>. The LinkedIn cookie policy is available at <https://www.linkedin.com/legal/cookie-policy>.

14. Privacy policy regarding the use and application of PIWIK

The controller has integrated the PIWIK component on this website. PIWIK is an open source software tool for web analysis. Web analysis is the collection, collection and evaluation of data on the behaviour of visitors to Internet sites. A web analysis tool collects, among other things, data on which website a person concerned came to a website (so-called referrer), which subpages of the website were accessed or how often and for how long a subpage was viewed. A web analysis is mainly used to optimize a website and for cost-benefit analysis of Internet advertising.

The software is operated on the server of the person responsible for the processing; the data protection-sensitive log files are stored exclusively on this server.

The purpose of the PIWIK component is to analyse the flow of visitors to our website. The data controller uses the data and information obtained to evaluate the use of this website in order to compile online reports showing the activities on our website.

PIWIK places a cookie on the information technology system of the person concerned. What cookies are has already been explained above. By setting the cookie, we are able to analyse the use of our website. Each time the user accesses one of the individual pages of this website, the PIWIK component automatically triggers the Internet browser on the person's information technology system to transmit data to our server for the purpose of online analysis. As part of this technical procedure, we obtain knowledge of personal data, such as the IP address of the person concerned, which among other things serves us to trace the origin of visitors and clicks.

Cookies are used to store personal information, such as access time, the location from which access originated and the frequency of visits to our website. Whenever you visit our website, this personal data, including the IP address of the Internet connection used by the person concerned, is transmitted to our server. This personal data is stored by us. We do not pass this personal data on to third parties.

The person concerned can prevent the setting of cookies by our website at any time, as already described above, by means of an appropriate setting of the Internet browser used and thus permanently object to the setting of cookies. Such a setting of the Internet browser used would also prevent PIWIK from placing a cookie on the information technology system of the person concerned. In addition, a cookie already set by PIWIK can be deleted at any time via an Internet browser or other software programs.

Furthermore, the data subject has the opportunity to object to and prevent the collection of data generated by PIWIK in connection with the use of this website. To do this, the person concerned must set an opt-out cookie under the link <http://piwik.org/docs/privacy/> If the person's information technology system is deleted, formatted or reinstalled at a later date, the person concerned must again set an opt-out cookie at <http://piwik.org/docs/privacy/>

With the setting of the opt-out cookie, however, it is possible that the Internet pages of the data controller may no longer be fully usable by the data subject.

Further information and PIWIK's current privacy policy can be found at <http://piwik.org/docs/privacy/>

15. Data protection conditions on the use of Twitter

The controller has integrated components provided by Twitter on this website. Twitter is a multilingual publicly available microblogging service where users can post and distribute tweets, brief messages limited to 140 characters. These short messages are available to anyone, including non-Twitter subscribers. The tweets are also displayed to the so-called followers of the respective user. Followers are other Twitter users who follow a user's tweets. Twitter also allows you to address a broad audience via hashtags, links or retweets.

The operator of Twitter is Twitter, Inc., 1355 Market Street, Suite 900, San Francisco, CA 94103, USA.

Each visit to one of the individual pages of this website operated by the controller on which a Twitter component (Twitter button) has been integrated automatically causes the Internet browser on the computer system of the data subject to download a representation of the corresponding Twitter component. Further information on the Twitter buttons is available at <https://about.twitter.com/en/resources/buttons>. As part of this technical process, Twitter learns about the specific page on our website visited by the data subject. The purpose of the integration of the Twitter component is to allow our users to redistribute the contents of this website, to promote this website in the digital world and to increase our visitor numbers.

If the data subject is simultaneously logged in to Twitter, Twitter recognises on each visit by the data subject to our website and during the entire duration of the respective stay on our website, which specific page of our website the data subject visited. This information is collected through the Twitter component and assigned by Twitter to the respective Twitter account of the data subject. If the data subject activates one of the Twitter buttons integrated on our website, the data and information transmitted with it are assigned to the personal Twitter user account of the data subject and stored and processed by Twitter.

Twitter always receives information via the Twitter component that the data subject has visited our website if the data subject is logged in to Twitter at the same time as accessing our website; this happens regardless of whether the person clicks on the Twitter component or not. If such a transfer of this information to Twitter is not wanted by the data subject, he or she can prevent the transfer by logging out of their Twitter account before visiting our website.

Twitter's data protection declaration available at <https://twitter.com/privacy?lang=de>.

16. Data protection conditions on the use of Xing

The controller has integrated components provided by Xing on this website. Xing is an Internet-based social network that allows users to connect to existing business contacts and make new business contacts. Individual users can create a personal profile at Xing. Companies can, for example, create company profiles or publish job offers on Xing.

The operator of Xing is XING AG, Dammtorstraße 30, 20354 Hamburg, Germany.

Each visit to one of the individual pages of this website operated by the controller on which a Xing component (Xing plug-in) has been integrated automatically causes the Internet browser on the

computer system of the data subject to download a representation of the corresponding Xing component. More information about the Xing plug-ins can be found at <https://dev.xing.com/plugins>. As part of this technical process, Xing learns about the specific page on our website visited by the data subject.

If the data subject is simultaneously logged in to Xing, Xing recognises on each visit by the data subject to our website and during the entire duration of the respective stay on our website, which specific page of our website the data subject visited. This information is collected through the Xing component and assigned by Xing to the respective Xing account of the data subject. If the data subject clicks a Xing button integrated on our website, Xing assigns this information to the personal Xing user account of the data subject and saves this personal data.

Xing always receives information via the Xing component that the data subject has visited our website if the data subject is logged in to Xing at the same time as accessing our website; this happens regardless of whether the person clicks on the Xing component or not. If such a transfer of this information to Xing is not wanted by the data subject, he or she can prevent the transfer by logging out of their Xing account before visiting our website.

The data protection declaration published by Xing, which can be accessed at <https://www.xing.com/privacy>, provides information on the collection, processing and use of personal data by Xing. In addition, Xing has posted data protection notices for the XING Share button at https://www.xing.com/app/share?op=data_protection.

17. Data protection conditions on the use of YouTube

The controller has integrated components provided by YouTube on this website. YouTube is an internet video portal that allows video publishers to freely watch video clips and other users for free viewing, rating and commenting. YouTube allows the publication of all types of videos, so that both complete film and television broadcasts, but also music videos, trailers or user-made videos are available through the Internet portal.

The operator of YouTube is YouTube, LLC, 901 Cherry Ave., San Bruno, CA 94066, USA. YouTube, LLC is a subsidiary of Google Inc., 1600 Amphitheatre Pkwy, Mountain View, CA 94043-1351, USA.

Each visit to one of the individual pages of this website operated by the controller on which a YouTube component (YouTube video) has been integrated automatically causes the Internet browser on the computer system of the data subject to download a representation of the corresponding YouTube component from YouTube. More information about YouTube can be found at <https://www.youtube.com/yt/about/en/>. As part of this technical process, YouTube and Google receive information about the specific page on our website visited by the data subject.

If the person is logged into YouTube at the same time, when a page is retrieved that contains a YouTube video, YouTube recognises which specific page of our website the data subject is visiting. This information is collected by YouTube and Google and associated with the individual YouTube account.

YouTube and Google always receive information via the YouTube component that the data subject has visited our website if the data subject is logged in to YouTube at the same time as accessing our website; this happens regardless of whether the person clicks on the YouTube component or not. If such a transfer of this information to YouTube and Google is not wanted by the data subject, he or she can prevent the transfer by logging out of their YouTube account before visiting our website.

YouTube's data protection declaration, available at <https://www.google.com/intl/en/policies/privacy/>, identifies the collection, processing, and use of personally identifiable information by YouTube and Google.

18. Legal basis for processing

Article 6 I (a) GDPR provides the legal basis for our company for processing operations where we obtain consent for a particular processing purpose. If the processing of personal data is necessary to fulfil a contract to which the data subject is a party, as is the case, for example, in the processing operations necessary for the supply of goods or the provision of any other service or consideration, then the processing shall be based on Article 6 I (b) GDPR. The same applies to processing operations that are necessary to carry out pre-contractual measures, for example in cases of inquiries regarding our products or services. If our company is subject to a legal obligation which requires the processing of personal data, such as compliance with tax obligations, the processing is based on Article 6 I (c) GDPR. In rare cases, the processing of personal data may be required to protect the vital interests of the data subject or another natural person. This would be the case, for example, if a visitor to our premises were injured and his or her name, age, health insurance or other vital information would have to be passed on to a doctor, hospital or other third party. The processing would then be based on Article 6 I (d) GDPR. Finally, processing operations can be based on Article 6 I (f) GDPR. This is the legal basis for processing operations that are not covered by any of the above legal bases, but that are required if processing is necessary to safeguard the legitimate interests of our company or a third party, unless the interests, fundamental rights and fundamental freedoms of the data subject prevail. Such processing operations are permitted in particular because they have been specifically mentioned by the European legislator. In that regard, it was decided that a legitimate interest could be assumed if the data subject is a customer of the controller (recital 47, second sentence, GDPR).

19. Authorized interests in the processing pursued by the controller or a third party

If the processing of personal data is based on Article 6 I (f) GDPR, our legitimate interest is the pursuit of our business for the benefit of all of our employees and our shareholders.

20. Duration for which personal data is stored

The criterion for the duration of the storage of personal data is the specific retention period under law. After this period expires, the corresponding data will be routinely deleted, if it is no longer required for fulfilment of the contract or to initiate a contract.

21. Legal or contractual provisions for the provision of personal data; necessity for conclusion of a contract; the data subject's obligation to provide personal data; possible consequences of failure to provide personal data

We clarify that the provision of personal information is sometimes required by law (such as tax regulations) or may result from contractual arrangements (such as details concerning a party to the contract). Occasionally it may be necessary for the conclusion of a contract that a data subject provides us with personal data that must subsequently be processed by us. For example, the data subject is required to provide us with personal information when our company enters into a contract with him or her. Failure to provide the personal data would mean that the contract with the person concerned could not be concluded. Before the data subject provides personal data, the data subject must contact our Data Protection Officer. Our data protection officer will inform the data subject on

a case-by-case basis whether the provision of personal data is required by law or contract or is required for the conclusion of the contract, if there is an obligation to provide the personal data and what would be the consequences of failure to provide the personal data.

22. Existence of automated decision-making

As a responsible company, we do not carry out automated decision-making or profiling.