

## Declaration of data protection

We are very pleased about your interest in our company. Privacy is a top priority for BruderConsult. Use of the BruderConsult websites is basically possible without providing any personal data. However, if an affected person wishes to use our company's special services through our website, 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, e-mail address or telephone number of a data subject, is always in accordance with the General Data Protection Regulation and in accordance with the country-specific data protection provisions applicable to BruderConsult. Through this privacy policy, our company seeks 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 privacy policy.

BruderConsult, as the controller, has implemented technical and organizational measures to ensure the most complete protection of personal data processed through this website. Nevertheless, Internet-based data transmissions can generally have security holes, so that absolute protection can 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. Definitions

The privacy policy of BruderConsult is based on the terminology used by the European legislature and legislature in the adoption of the General Data Protection Regulation (DS-GVO). Our privacy policy 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 privacy policy, including but not limited to:

- a) personal data

Personal data is any information relating to an identified or identifiable natural person (hereinafter the "data subject"). A natural person is considered to be identifiable who, 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, expresses the physical, physiological, genetic, mental, economic, cultural or social identity of this natural person, can be identified.

- b) affected person

Affected person 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, organizing, organizing, storing, adapting or modifying, reading, 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) limitation of processing

Restriction of the processing is the marking of stored personal data with the aim to limit their future processing.

- e) profiling

Profiling is any kind of automated processing of personal data that consists in using that personal information to evaluate certain personal aspects relating to a natural person, in particular aspects relating to job performance, economic situation, health, personal To analyze or predict preferences, interests, reliability, behavior, 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 need for additional information, provided that such additional information is kept separate and subject to technical and organizational measures to ensure that the personal data not assigned to an identified or identifiable natural person.

- g) controller or controller

The controller or controller is the natural or legal person, public authority, body or body 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 Union law or the law of the Member States, the controller or the specific criteria for his designation may be provided for under Union or national law.

- h) processor

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

- i) recipient

Recipient is a natural or legal person, agency, agency or other entity to whom Personal Data is disclosed, whether or not it is a third party. However, authorities which may receive personal data under Union or national law in connection with a particular mission are not considered as beneficiaries.

- j) third parties

Third is a natural or legal person, public authority, body or body other than the data subject, the controller, the processor and the persons authorized under the direct responsibility of the controller or the processor to process the personal data.

- k) consent

Consent is any voluntarily given and 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 him / her is.

## 2. Name and address of the controller

The person responsible within the meaning of the General Data Protection Regulation, other data protection laws in the Member States of the European Union and other provisions of a data protection character is:

BruderConsult  
Mühlweiherstr.2  
92242 Hirschau

## 3. Cookies

The websites of BruderConsult use Cookies if given. Cookies are text files that are stored and 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 string through 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 recognized and identified by the unique cookie ID.

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

By means of a cookie the information and offers on our website can be optimized in the sense of the user. Cookies allow us, as already mentioned, to recognize 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 reenter their credentials each time they visit the website, as this is done by the website and the cookie stored on the user's computer system.

The data subject can prevent the setting of cookies through our website at any time by means of a corresponding setting of the Internet browser used and thus permanently contradict the setting of cookies. Furthermore, already set cookies can be deleted at any time via an 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.

## 4. Collecting general data and information

The website of BruderConsult collects a series of general data and information each time the website is accessed by an affected person or an automated system. This general data and information is stored in the log files of the server. The (1) 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 which can be accessed via (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, BruderConsult does not draw any conclusions about the person concerned. Rather, this information is required to (1) correctly deliver the contents of our website, (2) to optimize 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 information necessary for law enforcement in the event of a cyberattack. This anonymously collected data and information is therefore evaluated by BruderConsult on the one hand statistically and further with the aim of data protection.

## 5. Contact via the website

The website of BruderConsult contains information required by law to enable us to contact our company quickly and to communicate with us directly, which also includes a general address of the so-called electronic mail (e-mail address). If an affected person contacts the controller by e-mail, the personal data provided by the data subject will be automatically 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.

## 6. 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 directives or regulations or by any other legislator in laws or regulations which the controller was provided for. If the storage purpose is omitted or if a storage period prescribed by the European directives and regulations or any other relevant legislator expires, the personal data will be routinely blocked or deleted in accordance with the statutory provisions.

## 7. Rights of the person concerned

### • a) Right to confirmation

Each data subject has the right, as granted by the European Regulators and Regulators, to require the controller to confirm whether personal data relating to him / her is being processed. If an affected person wishes to make use of this right of confirmation, they can contact an employee of the controller at any time.

### • b) Right to information

Any person concerned by the processing of personal data shall have the right, granted by the European Directive and Regulatory Authority, at any time to obtain from the data controller information free of charge on the personal data stored about him and a copy of that information. Furthermore, the European legislator and regulator has provided the data subject with the following information:

- the processing purposes
- 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 for beneficiaries in third countries or international organizations
- if possible, the planned duration for which the personal data will be stored or, if this is not possible, the criteria for determining that duration
- the right of rectification or erasure of the personal data concerning them, or the limitation of the controller's processing or the right to object to such processing
- the existence of a right of appeal to a supervisory authority
- if the personal data are not collected from the data subject: all available information about the origin of the data
- the existence of automated decision-making, including profiling, in accordance with Article 22 (1) and (4) of the BER, 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 organization. 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 an interested party wishes to exercise this right to information, they may at any time contact an

employee of the controller.

- c) right to rectification

Any person affected by the processing of personal data has the right granted by the European legislator 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 an affected person wishes to exercise this right of rectification, they may, at any time, contact an employee of the controller.

- d) Right to cancellation (right to be forgotten)

Any person affected by the processing of personal data shall have the right granted by the European Directives and Regulators to require the controller to immediately delete the personal data concerning him, 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 for which they are no longer necessary.
- The data subject revokes their consent to the processing according to Art. 6 (1) (a) of the GDPR or Art. 9 (2) (a) GDPR supported, and lacking any other legal basis for the processing.
- That puts the person concerned in accordance with article 21 para 1 DS-GMO object to the processing of a and there be no priority proper reasons for the processing, or the person sets in accordance with article 21 para 2 DS-GMO a object to the processing.
- The personal data have been processed unlawfully.
- Is the erasure of personal data to fulfil a legal obligation according to the EU law or the law of the Member States is necessary, the officer is subject to.
- Which personal data were collected on services of the information society in accordance with article 8 para 1 DS-GMO.

Unless one of the above reasons applies to and a person would like to have deleted personal data are stored in the BruderConsult, she can do this at any time to an employee of the person responsible for the processing contact. The staff of BruderConsult will cause that is immediately complied with the deletion request.

The personal data have been made public by the BruderConsult and our company is responsible pursuant to article 17 paragraph 1 DS-GMO committed themselves to the deletion of the personal data, so meets the BruderConsult, taking into account the available Technology and implementation costs reasonable measures, also technical nature, for the data processing responsible, which process the published personal data about knowledge to put in others, that the person concerned by These other data processing responsible deleting all links to these personal data or of copies or replication of such personal data requested, insofar as the processing is not required. The staff of BruderConsult will cause the necessary in individual cases.

- e) law on the restriction of the processing

Any person affected by the processing of personal data has the right granted by the European directives and regulatory bodies to require the restriction of the processing if one of the following conditions is given by the person responsible:

- The accuracy of the personal data is disputed by the person concerned for a period which allows the controller to verify the accuracy of the personal data.
- The processing is unlawful, the person concerned rejects the deletion of the personal data and instead required the restriction of the use of personal data.

The officer no longer requires the personal data • for the purposes of the processing, the person they needed however to the Exercise, exercise or defence of legal claims.

- The person has objections to the processing in accordance with art. 21 para. 1 DS-GMO inserted and it is not yet certain, whether outweigh the legitimate reasons of controller to those of the person concerned.

Unless one of the above conditions is given and a person concerned would require the limitation of personal data, which are stored in the BruderConsult, she can do this at any time to an employee of the processing Contact responsible. BruderConsult will cause the constraint of processing.

- f) right to data portability

Any person affected by the processing of personal data has of the European policy and law granted legislators, their personal data, which have been provided by the person concerned a responsible. to get in a structured, conventional and machine-readable format. She also has the right to submit this data an another responsible person without disability, by the person in charge, which the personal data have been provided, unless the processing on the consent in accordance with article 6 para 1 letter a DS GMOs or Article 9 paragraph 2 letter a DS GMO or on a contract in accordance with article 6 paragraph 1 letter b DS-GMO is based and by using automated procedures are processed, if not for the exercise of a task processing is necessary, in the public interest is located or in the exercise of official authority is carried out, which was transferred to the person in charge.

Also has the affected person in the exercise of their right to data portability, in accordance with article 20 par. 1 DS GM the right to obtain a guarantee that the personal data are transmitted directly by a responsible person to a different person in charge, as far as this is technically feasible and provided that this not the rights and freedoms of other persons are affected.

To claim of the right to data portability the person concerned can contact at any time at BruderConsult.

- g) right of opposition

Any person affected by the processing of personal data by the European policy and law granted authorities, for reasons arising from their specific situation, at any time to the processing of she has resp. personal Data, the on the basis of article 6 par. 1 letter e or f DS GMOs takes place, to appeal. This applies also to an assessment based on these provisions.

The BruderConsult no longer handles the personal information in the event of any dispute, unless we can prove compelling protection worthy reasons for processing, the interests, rights and freedom outweigh the affected person, or processing is the assertion, exercise or defence of legal claims.

The BruderConsult processes to operate direct mail, personal data, the person concerned has the right, at any time to object to the processing of personal data for the purposes of such advertising. This applies also to profiling, insofar as it is with such direct marketing in conjunction. Contrary to the person concerned to the BruderConsult of processing for purposes of direct marketing, so the BruderConsult will no longer process the personal data for these purposes.

Also the person concerned has the right reasons, that is their special situation to yield, against the concerned processing of personal data, in the BruderConsult to scientific or historical research purposes or for statistical Purposes in accordance with article 89 paragraph 1 be DS GMOs to appeal, unless unless such processing is necessary for the performance of a task in the public interest.

The concerned person directly at BruderConsult may apply to the exercise of the right to opposition. May also subject, in connection with the use of services of the information society, regardless of the Directive 2002/58/EC, their right of objection by means of automated procedures to exercise, involving technical specifications be used.

- h) automated decisions in individual cases including profiling

Any person affected by the processing of personal data has the right granted by the European directives and regulatory bodies, not based solely on the automated processing - including profiling - decision subject to becoming her legally deployed or substantially impaired her in a similar way, if the decision (1) not for the conclusion or performance of a contract between the data subject and the controller is required, or (2) due to legislation of the Union or the Member States, which the person in charge is subject to, is allowed and this legislation adequate measures to safeguard the rights and freedoms as well as the legitimate interests of the the person concerned contain or (3) is carried out with the express consent of the person concerned.

Decision (1) for the conclusion or performance of a contract between the data subject and the controller is required, or (2) it is made with the explicit consent of the person concerned, the BruderConsult must take adequate measures to the rights and freedoms as well as the legitimate interests of the person concerned to preserve, what at least the right to Obtaining the intervention of a person on the part of the officer, on presentation of the own position and to challenge the decision belongs.

Would the person concerned to assert rights with respect to automated decisions, she can contact, an employee of the person responsible for the processing.

- i) the right to revoke a privacy consent

Any person affected by the processing of personal data has the right granted by the European directives and regulatory bodies, to revoke a consent to the processing of personal data at any time.

The person would like to assert their right to revoke a consent, she can contact for this purpose at any time an employee of the person responsible for the processing.

#### 8. data protection applications and the application process

The controller collects and processes the personal data of applicants for the purposes of the processing of the application process. The processing may also be taken by electronic means. This is especially the case when a candidate submitted corresponding application documents the electronic communications, for example, by E-Mail or via an on the Internet page Web form, to the person responsible for the processing. The controller closes a contract with an applicant, I saved the data transmitted for the purposes of the settlement of employment in accordance with the statutory regulations. Is from processing no employment contract responsible with the candidate, so the application documents are two months after notification of the cancellation decision automatically deleted if no other legitimate deletion Oppose the interests of the person responsible for the processing. Other legitimate interest in this sense is, for example, a burden in proceedings under the General equal treatment Act (AGG).

#### 9. legal basis of the processing

Article 6 lit. a DS GMO is used as the legal basis for processing, where we have a consent for processing purpose our company. Requires the processing of personal data for the performance of a contract, whose party is the person concerned, as this is the case, for example, during processing operations, for a supply of goods or the provision of other Performance or consideration are necessary, so based processing on article 6 lit. b DS GMOs. The same applies to such processing operations that are required for the implementation of pre-contractual measures in cases of questions about our products or services. Is subject to our company a legal obligation which a processing of personal data is required, such as, for example, to the fulfilment of tax obligations, so based processing on article 6 lit. c DS GMOs. In rare cases, the processing of personal data could be necessary to protect vital interests of the data subject or another natural person. This would be the case if a visitor in our operations would be hurt and then his name, his age, his health insurance data or other vital information passed to a doctor, hospital or other third parties would have to. Then the processing on art. 6 I would lit. d DS GMOs are based.

Ultimately, processing operations may 6 I lit on article. f based DS GMOs. Processing operations covered by any of the above-mentioned legal documents when processing to maintain a legitimate interest of our company or a third party is required, based on this legal basis if the interests, Not outweigh basic rights and fundamental freedoms of the person concerned. Such processing operations are particularly allows us, because they were specifically referred to by the European legislature. He argued to the extent that a legitimate interest to assume might be, if the person is a client of the responsible (recital 47 set 2 DS-GMO).

#### 10 legitimate interests on the processing, which are pursued by the controller or a third party

Based processing of personal data 6 I article lit. f DS-GMO is our legitimate interest the implementation of our business activities for the benefit of the well-being of all of our employees and our shareholders.

#### 11 period, for which the personal data is stored

The criterion for the duration of the storage of personal data is the respective statutory storage period. After the deadline, the data are routinely deleted unless they are no longer necessary for the performance of the contract or contract.

#### 12. statutory or contractual requirement for the provision of the personal data

Necessity for the conclusion of the contract; Obligation of the person concerned, to provide the personal data; possible consequences of failure to provide

We enlighten you about, that the provision of personal data to the extent (E.g. tax regulations) is required by law or arising from contractual arrangements (E.g. information on the contractual partner).

Sometimes it may be necessary to a conclusion that a person provides personal data available, that must be processed by us as a result. The person concerned is, for example, required to provide us

personal information when our company signs a contract with her. A failure to provide of the personal data would result in that the Treaty could be made not with the person concerned.

The person one of our employees must apply before a provision of personal data by the party concerned. Our staff explains to involved in individual cases the persons concerned, whether the provision of personal data is legally or contractually required or necessary for the conclusion of the contract, whether an obligation exists, the personal Data to provide, and what the consequences would failure to provide of personal data.

#### 13th anniversary of an automated decision making

As a responsible company, we waive an automatic decision making or an assessment.