

Privacy Policy

adphos Innovative Technologies GmbH

(Date: 01.01.2020)

I. Name and address of the controller

The controller within the meaning of the General Data Protection Regulation and other national data protection laws of the EU Member States as well as other data protection regulations is:

adphos Innovative Technologies GmbH

Bruckmühler Str. 27

83052 Bruckmühl

Germany

info@adphos.de

Website: www.adphos.de/com

Managing Directors / Responsible:

Mr. Dr. Kai K.O. Bär

Mr. Andreas Geitner

Data Protection Officer:

Mrs. Monika Ruhsamer-Schmitt

E-Mail: datenschutz@adphos.de

II. Provision of information for customers and service providers of adphos group

Information on the collection of your personal data in accordance with Art.13 General Data Protection Regulation (GDPR):

1. General information

a) Purpose and legal basis of the data processing Purposes:

1. project handling
2. invoicing
3. communication
4. advertising (e.g. references to future lectures, information regarding product news and events)
5. archiving

corresponding legal basis:

Regarding 1. art. 6 para. 1 lit. b GDPR

Regarding 2. art. 6 para. 1 lit. b GDPR

Regarding 3. art. 6 para. 1 lit. b GDPR/ art. 6 para. 1 lit. f GDPR

Regarding 4. art. 6 para. 1 lit. f GDPR

Regarding 5. § 257 HGB, § 147 AO

b) If processing is based on legitimate interests in accordance with Art. 6 para. 1 lit. f GDPR:

In this case, this concerns legitimate interests within the framework of the efficient handling of projects as well as information to product news of the adphos group.

c) Recipients or categories of recipients (including categories of order processors), have been or will be disclosed:

1. management (internal)
2. sales (internal)
3. marketing (internal)
4. accounting (internal)

d) Transfer of data to third countries:

The personal data will not be transferred to a third country

2. Further Information

The personal data are stored until the end of the project, or at the end of the legally prescribed retention periods.

We will inform you about your rights as a data subject here.

The provision of the personal data is required by law or for the conclusion of a contract.

3. Change of purpose

We do not intend to process personal data for any purpose other than that for which it was collected.

III. Provision of information for interested parties of adphos Group

Information on the collection of your personal data pursuant to Art. 13 of the General Data (GDPR):

1. General information

a) Purpose and legal basis of the data processing

Purposes:

1. preparation of proposal
2. communication by mail or telephone

corresponding legal bases:

Regarding 1. art. 6 para. 1 lit. b GDPR

Regarding 2. art. 6 para. 1 lit. b GDPR/ art. 6 para. 1 lit. f GDPR

b) If processing is based on legitimate interests in accordance with Art. 6 para. 1 lit. f GDPR:

In this case, this concerns legitimate interests within the framework of the efficient handling of projects as well as information relevant to the persons concerned on product news and events of the adphos group.

c) Recipients or categories of recipients (including categories of order processors), have been or will be disclosed:

1. management (internal)
2. sales (internal)
3. marketing (internal)

d) Transfer of data to third countries:

The personal data will not be transferred to a third country:

2. Further Information

The personal data are stored until the end of the project, or at the end of the legally prescribed retention periods.

We will inform you about your rights as a data subject here.

The provision of the personal data is required by law or for the conclusion of a contract.

There is no automated decision making including profiling.

3. Change of purpose

We do not intend to process personal data for any purpose other than that for which it was collected.

IV. Provision of information duties for applicants of adphos Group

1. Extent to which personal data is processed

As a matter of principle, we only process personal data from our applicants to the extent that this is necessary for the decision to establish an employment relationship with us.

Access to your application data is only granted to employees who are entitled to make decisions. For the safe transfer of your application data, we can offer you a safe and personalized access. For the login details contact us via **karriere@adphos.de** or telephone.

2. Legal basis for the processing of personal data

The processing of your application data serves the purpose of deciding on the establishment of an employment relationship.

The legal basis for the processing of personal data within the framework of pre-contractual measures for an employment contract is Art. 6 para. 1 lit. b GDPR in conjunction with § 26 BDSG - German Data Protection act.

3. Data deletion and storage duration

Your personal application data will be deleted - regardless of the outcome of your application - six months after a decision has been made on the filling of the position.

After a possible rejection of your application, you have the possibility to agree to a storage period beyond the period of deletion mentioned below. The legal basis for processing beyond the above-mentioned deletion period is Art. 6 para. 1 lit. a GDPR. In this case, you may revoke your consent at any time. The data will then be deleted accordingly.

V. General information about data processing

Website Data Security and Data Privacy are very important to the adphos Group. Therefore, we want to inform you on what personal data is stored and for what purpose during the website visit. You can find this privacy policy any time during your visit at

<https://www.adphos.com/privacy-policy>.

Legislation and/or changes in internal processes may require an immediate modification of this Privacy Policy. Please make sure to read this Privacy Policy regularly from time to time.

1. Scope of Application

The Privacy Policy applies to the website of the adphos group. Especially the internet presence and offer of adphos Innovative Technologies GmbH, Bruckmuehler Str. 27, D-83052 Bruckmuehl and adphos North America, Inc., 3490 N. 127th Street, Brookfield WI 53005, which can be accessed through the following URL domains "adphos.com/de" and "adphosna.com".

2. Personal Data

Personal Data refers to any information that can be used to collect your personal or factual information (such as names, addresses, telephone numbers, data of birth and/or e-mail addresses). Information that is not personally related to you or only with disproportionate efforts, for example anonymous information, is not considered Personal Data.

3. How do we use your information and personal data

Firstly, you are allowed to use the adphos Group websites without providing any Personal Data. In the case that you send us an e-mail or you use our contact form, the disclosed personal data will only be used to communicate or meet your information request. No further use of your Personal Data will take place outside of the request. We will not disclose or share your personal data with any third parties outside of the adphos Group.

4. Use of Anonymous Information / Cookies

During your visit to the adphos Group website, your information and personal data are collected anonymously on our servers in order to support the various services provided, and for evaluation purposes. The adphos Group does not create personalized user profiles with the information collected and stored on our servers. For these purposes, we use the term “cookies”, which are small text files containing information about usage, frequency and number of users. The information is anonymously collected, and no one will be able to determine your identity. Anonymously collected information will not be merged with your above-mentioned personal information and will be deleted/purged after statistical evaluation. You may refuse the use of cookies by selecting the appropriate settings on your browser, however please note that if you do this you may not be able to use the full functionality of this website.

5. Usage of Google Analytics

This website uses Google Analytics, a web analytics service provided by Google Inc. (“Google”). Google Analytics uses “cookies”, which are text files placed on your computer to help the website analyse how visitors use the site. The information generated by the cookie about your use of the website (including your IP address) will be transmitted to and stored by Google on servers in the United States. In case IP-anonymisation is activated on this website, your IP address will be truncated within the area of Member States of the European Union or other parties to the Agreement on the European Economic Area. Only in exceptional cases the whole IP address will be first transferred to a Google server in the USA and truncated there. Google will use this information for the purpose of evaluating your use of the website, compiling reports on website activity for website operators and providing other services relating to website activity and internet usage. Google will not associate your IP address with any other data held by Google. You can also opt-out from being tracked by Google Analytics with effect for the future by

downloading and installing Google Analytics Opt-out Browser Add-on for your current web browser:

<https://tools.google.com/dlpage/gaoptout?hl=en>.

Deactivate Google Analytics.

Additional information and Google's privacy policy can be found at

<https://www.google.com/intl/en/policies/privacy/> and

<http://www.google.com/analytics/terms/en.html>.

6. Actions and precautions to protect your personal data on our servers

We are committed to protecting your privacy and keeping personal information confidential. To avoid loss or misuse of collected and stored data we take all the necessary technical, operational safety and measurement precautions. They are regularly surveyed and updated on an on-going basis. Nonetheless, we inform you that due to the internet structure, the rules for data and security protection mentioned above may not be guaranteed to other people or institutions beyond our control. Especially, unencrypted data – sent via e-mail – may be read by third parties where we have no technical influence to avoid it. The user has its own responsibility to protect the information he provides from misuse by using encryption application or other appropriate actions.

7. Hyperlinks or Links to Other Websites

On the adphos Group website you may find hyperlinks to other external websites. By activating these links, you are redirected from our website to those of other providers. You are able to recognize this change if the URL is different from ours ("adphos.de", "adphos.com" and "adphosna.com"). We cannot take any responsibility for the privacy practices of any third party's websites. We do not have any control over their compliance with data protection, policy and regulations. To learn more about the collection and use of your personal information by other companies, please inform yourself directly on their websites.

8. Information Access, Deletion and Accuracy

adphos Group only store personal information provided by you to us as it is legally permitted. In case of request, we will inform you about the data we have stored. If incorrect data is stored on our servers despite our precautions for accurate information, we shall correct them as soon as possible. Upon your request, we shall delete any information as soon as possible. If we are not able to delete the information due to law restrictions, we will block this information to avoid further usage. Please accept that we cannot offer you our services without this rules. For this case please contact us at:

adphos Innovative Technologies GmbH

Bruckmühler Str. 27

83052 Bruckmühl

Tel.: 0049 - 8061 – 395- 100

Fax: 0049 – 8061 – 395 110

Email: info@adphos.de

<http://www.adphos.com/de>

9. Data Protection officer

If you have any comments or questions about our Privacy Policy and/or Privacy at the adphos Group, please contact our data protection officer:

Monika Ruhsamer-Schmitt

Datenschutz@adphos.de