

PRIVACY POLICY



PFEIFFER Chemie-Armaturenbau GmbH

Classification: Public

The person responsible in the sense of the General Data Protection Regulation (GDPR) and other national data protection laws as well as other data protection provisions is the:

PFEIFFER Chemie-Armaturenbau GmbH

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The data protection officer of
PFEIFFER Chemie-Armaturenbau GmbH is:

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1. General for data processing

1.1 Processing of personal data and their purpose

PFEIFFER Chemie-Armaturenbau GmbH (hereinafter referred to as 'PFEIFFER' or 'we') processes personal data of users only to the extent that this is necessary for the provision of a functional website and our content and services. When visiting our websites, the following data is processed:

- IP address of the user
- used browser (type, version, language)
- used operating system
- Internet service provider of the user
- Date and time of access to our website
- Files retrieved on our website

- Website from which the user came to our website
- Website that the user accesses through our website

The processing and temporary storage of the IP address is necessary to enable delivery of the website to the user's computer. To do this, the user's IP address must be stored for the duration of the session. The log files contain IP addresses or other data that allow the user to be assigned. Storage in log files is done to ensure the functionality of the web pages. In addition, the data is used to optimize our websites and to ensure the security of our information technology systems.

Any processing of the personal data will take place solely for the stated purposes and to the extent necessary to achieve these purposes. A use of this data for purposes of advertising, customer service or market research is not.

1.2. Legal basis for the processing of personal data

The processing of personal data of our users takes place regularly after the consent of the user. An exception applies in cases in which prior consent is not possible for reasons of fact and we are permitted to process the data by law. The storage of data and logfiles is based on Article 6 para. 1 lit. f GDPR.

1.3. Data erasure and storage duration

The personal data of the persons concerned will be deleted or blocked by us as soon as the purpose of the storage is dropped. In the case of data processing for the provision of the web pages, the deletion takes place when the respective session has ended. In the case of storage of personal data in log files deletion takes place after no later than seven days. Further storage is possible, provided that the IP addresses of the users are deleted or alienated, so that an as-



signment of the calling client is no longer possible.

2. Cookies

On our websites we use cookies in several places. If a user calls up one of our websites, a cookie can be stored on the user's operating system. A cookie contains a characteristic string that allows a clear identification of the browser when revisiting our web pages. The following data is stored and transmitted in the cookies:

- Language settings
- log-in information

The purpose of using cookies lies in the user-friendly design of our websites. The processing of personal data using cookies is based on Article 6 para. 1 lit. f GDPR. Cookies are stored on the user's computer and transmitted from there to our websites. Users may disable or restrict the transmission of cookies by changing the settings of their Internet browser. Already saved cookies can be deleted at any time. If cookies are disabled for our websites, it may not be possible to use all functions of our websites to the full.

3. Web analysis

Our websites use Matomo (<http://matomo.org>), a software for the statistical evaluation of user access. No personal user profiles are created, only anonymous measurement values are collected. With web analytics we aim to improve the quality of our websites and their content. Here, cookies are used (see above), which allow an analysis of the use of our websites. The web analysis can be technically prevented by the user of the web pages by deactivating JavaScript and cookies in his web browser. Details on the necessary settings can be found in the product descriptions and instructions of the various browser providers. Data processing in this context is based on Article 6 para. 1 lit. a GDPR. For more information on Matomo Terms of Use and Privacy, please visit (<http://matomo.org>) of the their Privacy Policy

4. E-mail contact

Users can contact us via the provided e-mail address. In this case, the personal data of the user transmitted by e-mail will be stored by us. The legal basis for data processing is Article 6 para. 1 lit.

f GDPR. If the establishment of contact is aimed at concluding a contract, the legal basis for the processing of the data is Article 6 para. 1 lit. b GDPR. The data will be used exclusively to process the contact and the subsequent communication. In this context, it does not pass on the data to third parties. The personal data sent to us via email will be deleted once the communication with the user has ended ie., as soon as it can be deduced from the circumstances that the facts are finally clarified. The additional personal data collected during the sending process will be deleted at the latest after a period of seven days

5. <Career Portal> IF EXISTS

On our web pages, we offer applicants the opportunity to apply for vacant job offers by providing personal data. To simplify the application process, we offer applicants the opportunity to register on our career portal. The data is entered into an input mask and transmitted to us and stored. The following data is collected:

- Salutation (optional)
- First name Last Name
- User name
- E-mail address
- IP address of the user
- Date and time of dispatch

The applicant will then receive a registration e-mail to the specified e-mail address containing a link enabling the applicant to confirm his registration and complete the registration process. After successful registration, the applicant can open his user account by entering his e-mail address and password and create his application profile. Until the application is sent, the applicant may change his details at any time.

The personal data provided in the context of an application will be processed by us solely for the purpose of selecting applicants. For the processing of applications, we limit ourselves to the information provided directly by the applicants. This may include information that applicants have deposited in online professional networks or job boards. If, in the context of the application process, we ask for the gender of the applicant in the form of the requested salutation, then this is solely due to the fact that we want to write to the candidates in the correct manner. The processing of personal data in the context of the career portal is



based on Article 6 para. 1 lit. a GDPR, or Article 88 para. 1 GDPR in conjunction with Section 26 BDSG. The data will be deleted from us six months after the cancellation of an application, unless the applicant has consented to the inclusion of his personal data in our talent pool.

Applicants who have applied for a specific job advertisement from PFEIFFER and whose examination of their application documents shows that they cannot be included in this position, we offer to include their application in our talent pool and other areas within PFEIFFER for to provide the search for suitable applicants. First of all, we get in contact with the candidates so that they can decide whether they are interested in the procedure described. The processing of personal data within the Talent Pool is based on Article 6 para. 1 lit. a GDPR, or Article 88 para. 1 GDPR in conjunction with Section 26 BDSG. The data will initially be included in the talent pool for six months. As soon as the applicant logs on to the system again with his access data, the period of six months begins again. If the applicant does not adapt or use his profile over a period of five months, we will request that the applicant email an update of his data. If there is no update by the applicant, their data will be removed from the talent pool after four weeks and locked for further use. The personal data will be deleted after another six months.

Minors who have not reached the age of 16 must send us a letter of consent from their parents or legal guardian declaring that they accept the minor candidate in our talent pool and the processing of their personal data in accordance with this Privacy Policy and the consent given.

6. Social Media

On our websites we provide social media plug-ins ('plug-ins') of the social networks Facebook and Twitter. They connect to the respective service provider. Data is transmitted on the browser behavior of the user. When users click on one of the plug-ins, personal data (IP address of the user as well as the web address (URL) of the page currently visited by the user, including time and location) are transmitted to and processed by the respective service provider. Further information on data processing can be found in the Privacy Policy of the respective service provider:

- Facebook:
<https://de-de.facebook.com/policy.php>

- Twitter: <https://twitter.com/privacy#update>

Users who are members of the social networks Facebook or Twitter and do not want the user's data to be collected through the respective social network via our websites must log out of their respective social media account before visiting our websites.

7. Security Measures

PFEIFFER uses technical and organizational security measures to protect the personal data of users against accidental or intentional manipulation, loss, destruction or access by unauthorized persons. Our security measures are continuously improved in line with technological developments.

8. Rights of the data subject

If PFEIFFER processes your personal data, you are the person affected pursuant to Article 4 No. 1 GDPR with the following rights towards PFEIFFER.

8.1. Right to information

You may request confirmation from us pursuant to Article 15 GDPR if personal data concerning you is processed by us. If we process your personal data, you can ask us for information about the following information:

- the processing purposes;
- the categories of your personal information we process;
- the recipients or categories of recipients to whom we have disclosed or will disclose your personal information;
- (if possible) the planned duration for which we store your personal information or, if this is not possible, the criteria for determining the duration of storage;
- the right of rectification or erasure of your personal data, a right of restriction of us or a right to object to such processing;
- the existence of a right of appeal to a supervisory authority;
- all available information about the origin of the data, if the personal data was not collected from you;



- the existence of automated decision-making including profiling (Article 22 para. 1 and para. 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 you.

You have the right to request information about whether your personal information relates to a third country or an international organization. In this connection, you can request the appropriate guarantees in accordance with Article 46 GDPR in connection with the transmission of information.

8.2. Right to rectification

According to Article 16 GDPR you have the right to demand the correction and / or completion of incorrect personal data concerning you.

8.3. Right to delete

According to Article 17 GDPR you can demand that your personal data be deleted immediately. We are obliged to delete your data immediately if one of the following is true:

- Your personal information is no longer necessary for the purposes for which it was collected or otherwise processed.
- You revoke your consent to the processing in accordance with Article 6 para. 1 lit. a GDPR or Article 9 para. 2 lit. a GDPR and there is no other legal basis for processing.
- In accordance with Article 21 para. 1 GDPR, you object to the processing and there are no legitimate reasons for the processing, or you object to the processing in accordance with Article 21 para. 2 GDPR.
- Your personal data has been processed unlawfully.
- The deletion of your personal data is required to fulfill a legal obligation under Union or national law to which we are subject.
- Your personal data were collected in relation to information society services offered pursuant to Article 8 para. 1 GDPR.

If we have made your personal data public and we are obliged to delete them pursuant to Article 17 para. 1 of the GDPR, we shall take appropriate measures, including technical ones, to inform data controllers, taking into account available

technology and implementation costs. who process the personal data, informing you as the data subject that you have requested the deletion of all links to your personal data or of copies or replications of your personal data.

The right to erasure does not exist if the processing is necessary

- to exercise the right to freedom of expression and information;
- to fulfill a legal obligation to which we are subject or to perform a task that is in the public interest or in the exercise of official authority that has been delegated to us;
- for reasons of public interest in the field of public health (Article 9 para. 2 lit. h and lit. i and Article 9 para. 3 of the GDPR);
- for archival purposes of public interest, scientific or historical research purposes or for statistical purposes acc. Article 89 para. 1 of the GDPR, in so far as that law is likely to render impossible or seriously affect the achievement of the objectives of that processing, or
- to assert, exercise or defend legal claims.

8.4. Right to restriction of processing

According to Article 18 GDPR you can request the restriction of the processing of your personal data under the following conditions:

- if you deny the accuracy of your personal information for a period that allows us to verify the accuracy of your personal information;
- if the processing is unlawful and you refuse to delete the personal data and instead request the restriction of the use of personal data;
- if we no longer need your personal information for the purposes of processing, but you need it to assert, exercise or defend your rights, or
- if you have objected to the processing pursuant to Article 21 para. 1 GDPR and it is not yet certain whether our legitimate reasons prevail over your reasons.

If the processing of your personal data has been restricted, your data may be stored only with your consent or for the purpose of asserting, exercising or defending legal claims or protecting the rights of another natural or legal person or



important public interest of the Union or a Member State. If the limitation of the processing after the above stated conditions are restricted, you will be informed by us before the restriction is lifted.

8.5. Right to information about recipients

If you have asserted the right of rectification, deletion or limitation of the processing against us, we are obliged, according to Article 19 GDPR, to communicate this fact to all recipients to whom your personal data have been disclosed by us, unless this proves to be impossible or involves a disproportionate effort. You have the right to be informed about these recipients.

8.6. Right to data portability

According to Article 20 GDPR you have the right to receive your personal data provided to us in a structured, common and machine-readable format. In addition, you have the right to transfer this data to another person responsible without hindrance by us, provided that

- processing on consent (Article 6 para. 1 lit. a of the GDPR or Article 9 para. 2 lit. a of the GDPR) or on a contract in accordance with Article 6 para. 1 lit. b GDPR is based and
- the processing is done using automated procedures.

In exercising this right, you also have the right to obtain that your personal data be transmitted directly by us to another person responsible, as far as this is technically feasible. Freedoms and rights of other persons may not be affected. The right to data portability does not apply to the processing of personal data necessary for the performance of a task in the public interest or in the exercise of official authority that has been delegated to us.

8.7. Contradictory legal

In accordance with Article 21 GDPR, you have the right at any time, for reasons arising from your particular situation, against the processing of your personal data, which is based on Article 6 para. 1 lit. e or f GDPR takes an objection; this also applies to profiling based on these provisions. We will not process your personal data subsequently unless we can demonstrate com-

elling legitimate reasons for our processing that outweigh your interests, rights and freedoms, or the processing is intended to assert, exercise or defend legal claims.

8.8. Right to revoke the data protection consent declaration

You have the right to revoke your data protection declaration of consent at any time. The revocation of consent does not affect the lawfulness of the processing, which took place on the basis of the consent until the revocation.

8.9. Automated decision on an individual case including profiling

According to Article 22 GDPR you have the right not to be subjected to a decision based solely on automated processing - including profiling - which has a legal effect on you or, in a similar manner, significantly affects you. This does not apply if the decision

- is required for the conclusion or performance of a contract between you and us,
- is permitted under Union or Member State legislation to which we are subject, and where such legislation contains appropriate measures to safeguard your rights and freedoms and your legitimate interests, or
- with your express consent.

8.10. Right to complain to a supervisory authority

Without prejudice to any other administrative or judicial remedy, you have the right to complain to a supervisory authority, in particular in the Member State of your place of residence, your place of work or the place of the alleged infringement, if you believe that the processing of your personal data carried out by us violates the GDPR.

9. Responsibility for content and information

Our websites contain links to internet offers of external providers. The contents of the internet offers of external providers were checked when setting the link by us, whether they violate civil or criminal law against applicable laws. However, it cannot be ruled out that these contents will be changed by the respective providers afterwards. If you believe that linked external sites infringe applicable law or

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have any other inappropriate content, please let us know. We will review your notice and remove the external link if necessary. PFEIFFER is not responsible for the content and availability of the linked external websites.

10. Inclusion and validity of the Privacy Policy

By using our website, you consent to the data processing described above. This Privacy Policy applies only to the content of PFEIFFER. The linked external content is governed by other privacy and data security regulations. If you are responsible for these offers, you will find out in the respective imprint.

Due to the further development of our websites or the implementation of new technologies, it may be necessary to change this Privacy Policy. We therefore reserve the right to change the Privacy Policy at any time with future effect. The version available at the time of your website visit is always valid.

As of May 2018