

# Privacy Policy

As the operators of this website and as a company, we come into contact with your personal data. This refers to all data that can tell us something about you and with which you can be identified. In this privacy policy, we would like to explain how, for what purpose, and on what legal basis we process your data.

The following is responsible for data processing on this website and in our company:

Dr. Paul Fritsche

## General Information

### SSL or TLS Encryption

Whenever you enter your data on websites, place online orders, or send emails over the Internet, there is always a risk that unauthorized third parties could access your data. Complete protection against such access is not possible. However, we do everything we can to protect your data as best as possible and to close any security gaps to the extent possible for us.

An important protection mechanism is the SSL or TLS encryption of our website, which ensures that data you transmit to us cannot be read by third parties. You can recognize encryption by the padlock icon before the website address in your browser and by the fact that our web address begins with `https://` instead of `http://`.

How long do we store your data?

In certain parts of this privacy policy, we inform you about how long we or companies processing your data on our behalf retain your data. If such information is missing, we store your data until the purpose of data processing no longer applies, you object to the processing, or you withdraw your consent.

If you object or withdraw your consent, we may still process your data if at least one of the following applies:

- We have compelling legitimate grounds for continuing to process the data that outweigh your interests, rights, and freedoms (only in the case of objections not related to direct marketing; if the objection is against direct marketing, we cannot provide such grounds).
- Data processing is necessary for the establishment, exercise, or defense of legal claims (does not apply if your objection is against direct marketing).
- We are legally obliged to retain your data.

In these cases, we delete your data as soon as the condition(s) no longer apply.

## Your Rights

### Objection to Data Processing

IF YOU READ IN THIS PRIVACY POLICY THAT WE HAVE LEGITIMATE INTERESTS FOR PROCESSING YOUR DATA AND THEREFORE BASE THIS PROCESSING ON ART. 6 PARA. 1 SENTENCE 1 LIT. F) GDPR, YOU HAVE THE RIGHT UNDER ART. 21 GDPR TO OBJECT. THIS ALSO APPLIES TO PROFILING BASED ON THESE PROVISIONS. THE CONDITION IS THAT YOU PROVIDE REASONS FOR YOUR OBJECTION ARISING FROM YOUR PARTICULAR SITUATION. NO REASON IS REQUIRED IF YOUR OBJECTION IS DIRECTED AGAINST THE USE OF YOUR DATA FOR DIRECT MARKETING.

THE CONSEQUENCE OF YOUR OBJECTION IS THAT WE MAY NO LONGER PROCESS YOUR DATA. THIS DOES NOT APPLY IF AT LEAST ONE OF THE FOLLOWING CONDITIONS IS MET:

- WE CAN DEMONSTRATE COMPELLING LEGITIMATE GROUNDS FOR THE PROCESSING WHICH OVERRIDE YOUR INTERESTS, RIGHTS, AND FREEDOMS.
- THE PROCESSING SERVES THE ESTABLISHMENT, EXERCISE, OR DEFENSE OF LEGAL CLAIMS.

THESE EXCEPTIONS DO NOT APPLY IF YOUR OBJECTION IS DIRECTED AGAINST DIRECT MARKETING OR PROFILING RELATED TO SUCH MARKETING.

## Further Rights

### Withdrawal of Your Consent to Data Processing

Many data processing operations are only possible with your explicit consent, such as when you check a box in an online form or allow certain cookies on our website. You can withdraw your consent at any time without stating a reason (Art. 7 (3) GDPR). From the time of withdrawal, we may no longer process your data. The only exception is when we are legally required to retain the data for a certain period, particularly under tax and commercial law.

### Right to Lodge a Complaint with the Supervisory Authority

If you believe we have violated the General Data Protection Regulation (GDPR), you have the right under Art. 77 GDPR to lodge a complaint with a supervisory authority. You can contact a supervisory authority in the Member State of your residence, your workplace, or

the place of the suspected infringement. This right of complaint exists in addition to any administrative or judicial remedies.

#### Right to Data Portability

Data that we process automatically based on your consent or in fulfillment of a contract must be handed over to you or a third party in a commonly used, machine-readable format upon request. We can only transfer the data to another data controller if it is technically feasible.

#### Right of Access, Deletion, and Correction

According to Art. 15 GDPR, you have the right to obtain free information about what personal data we have stored about you, where the data comes from, to whom we transmit it, and the purpose of storage. If the data is incorrect, you have a right to correction (Art. 16 GDPR), and under the conditions of Art. 17 GDPR, you may request deletion.

#### Right to Restriction of Processing

In certain circumstances, you may request the restriction of processing of your data under Art. 18 GDPR. Apart from storage, the data may then only be processed in the following ways:

- with your consent
- for the establishment, exercise, or defense of legal claims
- to protect the rights of another natural or legal person
- for reasons of important public interest of the European Union or a Member State

You have the right to restriction in the following situations:

- You contest the accuracy of your personal data stored by us and we need time to verify this. The right exists for the duration of the verification.
- The processing of your personal data is or was unlawful. You have the right to restrict processing as an alternative to deletion.
- We no longer need your personal data, but you need it for the establishment, exercise, or defense of legal claims. The right to restriction is an alternative to deletion.
- You have objected according to Art. 21 (1) GDPR and the balance of interests between your and our interests is pending. The right exists as long as the outcome is not yet determined.

# Hosting and Content Delivery Networks (CDN)

## External Hosting

Our website is hosted on a server by the following internet service provider (host):

[www.strato.de](http://www.strato.de)

Data protection - comprehensive information for you | STRATO

How do we process your data?

The host stores all data of our website. This also includes all personal data collected automatically or provided by you. These may include your IP address, accessed pages, names, contact details and inquiries, as well as meta and communication data. Our host processes these data strictly according to our instructions and only as necessary to fulfill its obligations to us.

On what legal basis do we process your data?

Since our website targets potential customers and maintains contacts with existing customers, data processing by our host serves the initiation and fulfillment of contracts and is therefore based on Art. 6 (1) (b) GDPR. In addition, it is in our legitimate interest as a company to provide a professional internet presence that meets the necessary requirements for security, speed, and efficiency. In this respect, we also process your data on the basis of Art. 6 (1) (f) GDPR.

## Data Collection on This Website

### Server Log Files

Server log files record all requests and accesses to our website and record error messages. They also include personal data, especially your IP address, which is anonymized by the provider after a short time, so we cannot assign the data to you personally. The data is automatically transmitted by your browser to our provider.

How do we process your data?

Our provider stores the server log files to track activities on our website and to detect errors. The files include the following data:

- Browser type and version
- Operating system used
- Referrer URL

- Hostname of the accessing computer
- Time of the server request
- IP address (if applicable, anonymized)

We do not combine this data with other data and use it only for statistical analysis and to improve our website.

On what legal basis do we process your data?

We have a legitimate interest in the error-free operation of our website. We also have a legitimate interest in obtaining an anonymized overview of website access. Therefore, data processing is lawful under Art. 6 (1) (f) GDPR.

Contact Form

You can send us a message using the contact address on this website.

How do we process your data?

We store your message and the information from the form in order to process your inquiry and any follow-up questions. This also applies to the contact details provided. We do not share the data with others without your consent.

How long do we store your data?

We delete your data as soon as one of the following applies:

- Your inquiry has been finally processed.
- You request us to delete the data.
- You withdraw your consent for storage.

This does not apply if we are legally obliged to retain the data.

On what legal basis do we process your data?

If your inquiry is related to our contractual relationship or serves to take pre-contractual measures, we process your data on the basis of Art. 6 (1) (b) GDPR. In all other cases, it is our legitimate interest to process inquiries addressed to us efficiently. The legal basis is thus Art. 6 (1) (f) GDPR. If you have given consent, Art. 6 (1) (a) GDPR is the legal basis. In this case, you can withdraw your consent at any time with effect for the future.

Google Web Fonts (Local Hosting)

We use fonts from Google, a US-based company, on our website. The fonts are installed locally, so no connection to Google's servers is established when you visit our website.

More information on Google Web Fonts can be found at <https://developers.google.com/fonts/faq> and in Google's privacy policy: <https://policies.google.com/privacy?hl=de>.

## Own Services / Other

### Handling Applicant Data

If you would like to work for us, we gladly accept your application. All personal data submitted will be treated in strict confidence, including any data collected later in the application process.

#### How do we process your data?

All data collected as part of the application process will be stored and used as necessary for the decision on establishing an employment relationship. This includes contact and communication data, application documents, and notes from interviews. Your data will only be shared within our company with those involved in processing your application.

If your application is successful, we store the data required for the employment relationship in our data processing systems.

#### How long do we store your data?

If we cannot offer you a position, if you decline a job offer, or if you withdraw your application, we reserve the right to retain your documents and other application data for up to 6 months after the end of the application process. The reason is that we may need the data as evidence in the event of a legal dispute. After the period expires, we delete the data and destroy the documents. If legal action is impending or ongoing, we will delete the data and documents when they are no longer needed as evidence.

The deletion of your data always presumes that we are not legally obliged to retain it longer.

#### On what legal basis do we process your data?

We process your applicant data based on § 26 BDSG-new (initiation of an employment relationship) and Art. 6 (1) (b) GDPR (general contract initiation).

The same applies if your application is successful.

If we cannot offer you a job, you decline, or withdraw your application, we have a legitimate interest in using your data as evidence in any potential legal dispute. Data processing is therefore based on Art. 6 (1) (f) GDPR.

If you have expressly consented to the storage of your data, we process it on the basis of Art. 6 (1) (a) GDPR. You can withdraw your consent at any time with effect for the future.

## Data Processing on Social Media

What is Social Media?

By social media, we mean the social networks on which we have created publicly accessible profiles. Which social networks these are is specified further below.

Who processes your data?

The respective operators of the social networks. You will find the individual operators further below under the respective networks.

How is your data processed?

The operators of social networks are generally able to collect and analyze extensive data about the behavior of visitors and users of the network. We cannot track all processing operations in the social networks we use; further processing not mentioned here may be performed by the operators. Please refer to the terms of use and privacy policies of the respective social networks for more information.

Your data can be processed when you visit the social network's website or our profile page there. Even when visiting a website that uses certain content from the network, such as like or share buttons, data may already be transmitted to the network operators. If you are a user of the network and logged into your user account, your visit to our profile can be linked to your account. Even if you do not have a user account or are not logged in, the operator may still collect your personal data, for example by recording your IP address or setting cookies. The operators can use this data to create user profiles tailored to your behavior and interests and display interest-based advertising inside and outside the network. If you are a registered user, such advertising can be shown on all devices on which you are or were logged in.

On what legal basis is your data processed?

Our profiles on social networks are intended to provide a comprehensive presence of our company online. We have a legitimate interest in this as a company. Data processing is therefore lawful under Art. 6 (1) (f) GDPR.

Other data processing operations and analyses by the network operators themselves may be based on other legal grounds. These must be specified by the operators themselves.

Who is responsible for processing your data and how can you assert your rights?

When you visit one of our profiles on social networks, we are jointly responsible with the operator of the respective network for data processing triggered by this visit. You can assert your rights both with us and with the respective network operator.

Despite the joint responsibility with the network operators, our influence on the data processing operations is limited and depends primarily on the specifications of the operator.

How long is your data stored?

When we collect data via our profiles on social networks, these are deleted from our systems as soon as the purpose for storage ceases to apply, you request us to delete it, or you withdraw your consent for storage. Stored cookies remain on your device until you delete them. Mandatory legal provisions, in particular retention periods, remain unaffected.

We have no control over how long the operators of social networks store your data, which they collect for their own purposes. For more information, please refer directly to the privacy policy of the respective network operator.

Which social media do we use?

## LinkedIn

What is LinkedIn?

A social network for business contacts.

Who processes your data?

LinkedIn Ireland Unlimited Company, Wilton Place, Dublin 2, Ireland

Are your data transferred to third countries?

Yes

Where can you find further information on data privacy at LinkedIn?

[https://de.linkedin.com/legal/privacy-policy?trk=homepage-basic\\_footer-privacy-policy](https://de.linkedin.com/legal/privacy-policy?trk=homepage-basic_footer-privacy-policy)

Where can you adjust your privacy settings as a user?

As a registered LinkedIn user, you can adjust your privacy settings in your user account. Click the following link and log in: <https://www.linkedin.com/psettings/>



