

DATA PRIVACY

1. CONTROLLER

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VAT ID No.: DE 117579621

Trade register entry: HRB 15657

Responsible jurisdiction: HRG Amtsgericht (district court) Osnabrück

2. RIGHTS OF DATA SUBJECTS

Withdrawal of your consent to data processing

Some data processing operations are only possible with your express consent. You can withdraw the consent you granted at any time. To withdraw your consent, simply send an informal e-mail. This shall not affect the lawfulness of data processing performed up to this withdrawal.

Right to file a complaint with the responsible supervisory authority

As the data subject you have the right to file a complaint with the responsible supervisory authority in the event of a violation of data privacy law. The responsible supervisory authority for matters of data privacy law is the state commissioner for data privacy of the federal state in which our company's headquarters are located. The following link provides a list of commissioners for data privacy and their contact information: https://www.bfdi.bund.de/DE/Infothek/Anschriften_Links/anschriften_links-node.html

Right to data portability

You have the right to have data that we process automatically on the basis of your consent or to fulfil a contract forwarded to yourself or another third party. Data will be provided in a machine-readable format. Should you wish the data to be transmitted directly to another controller, this shall only be done if technically possible.

Right of access

You have the right to request confirmation from us as to whether and how we obtain your personal data. You can also receive electronic information from us as regards the data that we store about you.

Right to rectification, erasure or blocking

You have the right to have your data rectified, erased or blocked. The latter is applicable if the legal situation does not allow your data to be deleted.

3. ENCRYPTION

For safety reasons and to protect the transmission of confidential content that you send us as the site operator, our website uses SSL/TLS encryption. As such, the data you send via this website cannot be read by third parties. An encrypted connection can be recognised by the "https://" address line in your browser and the lock symbol in the browser line.

4. COOKIES

Purpose and extent of processing

We use cookies to establish and maintain the connection. A cookie is a small text file containing information that is transmitted by your browser and stored on your computer. You can control the use of cookies in your browser and delete cookies yourself at any time. Cookies may be required for establishing a connection with or improving the use of the website.

When you open the website for the first time, a cookie banner will be displayed, allowing you to determine for yourself which cookies you wish to accept for the current session. Please note that some functions of the website may not be available to you if you do not consent to the use of cookies. Your settings will be saved for the duration of the session so that you need not enter them again every time you open a sub-page. Moreover, you can prevent the storage of cookies by making the appropriate settings in your browser software.

Legal basis

The use of technically required cookies and the associated data processing is based on our legitimate interest to permit a technically problem-free, convenient use of our website (Art. 6(1) f GDPR).

Transfer to third countries

Your data will not be transferred to a third country.

Storage duration

Technically required cookies will generally be deleted automatically when you close your browser (session cookies), in other cases they will only be deleted after some time (persistent cookies). The storage duration for persistent cookies is determined by the provider and may, for instance, be checked in your browser.

5. CONTACTING US

If there is an option to enter personal or business data (e-mail addresses, names, addresses) on the website, the disclosure of such data by the user is made expressly on a voluntary basis (e.g. contact via e-mail or via the contact form). The use of this website is possible without providing such data. The use of contact data, such as postal addresses, telephone and fax numbers as well as e-mail addresses published in the company details section or similar information by third parties to transmit information not expressly requested by us is not permitted. We expressly reserve the right to take legal action against the senders of so-called spam mail if this ban is breached.

5.1. CONTACT FORM

Purpose and extent of processing

You have the option of entering your personal data in our contact form. This data will only be stored and processed for the purpose of processing your enquiry or in order to be available for follow-up questions.

Legal basis

The data entered in the contact form will only be processed on the basis of your consent (Art. 6(1) a GDPR). You can withdraw the consent you have granted at any time. To withdraw your consent, simply send an informal e-mail. This shall not affect the lawfulness of data processing performed up to this withdrawal.

Transfer to third countries

We use a CRM system to transfer your data. Your data will be transferred to the following third country:

- USA

For details regarding processing, please refer to section 5.3 of this data privacy policy.

Storage duration

Data transmitted through the contact form will be stored by us until you request erasure, withdraw your consent to this storage or the data is no longer required.

Mandatory statutory provisions, in particular mandatory retention periods, shall remain unaffected by the above.

5.2. APPLICATION FORM

Purpose and extent of processing

You have the option of submitting an application through our application form. In this case, your data will be collected and processed exclusively for the specific purpose of filling a position in our company.

Legal basis

Your data will only be collected and processed on the basis of your consent (Art. 6(1) a GDPR). You can withdraw the consent you have granted at any time. To withdraw your consent, simply send an informal e-mail. This shall not affect the lawfulness of data processing performed up to this withdrawal. If you are applying for a listed job, processing shall be based on Art.6(1) b GDPR.

Transfer to third countries

We use a CRM system to transfer your data. Your data will be transferred to the following third country:

- USA

For details regarding processing, please refer to section 5.3 of this data privacy policy.

Storage duration

Your data will only be stored as long as it is required by the application process or applicable statutory regulations. Should you submit a speculative application without reference to a listed job, we shall save your data until you withdraw your consent, but no longer than the end of the current year.

5.3. HUBSPOT

Purpose and extent of processing

To permit efficient and fast processing of user enquiries, job applications and optimisation of our web presence, we process and store the data entered by you in the forms on this website, e.g.:

- E-mail address
- Name
- Address
- Log files
- etc.

For this purpose we use the CRM, log-in and marketing automation system “HubSpot” provided by HubSpot Inc. (25 First Street, 2nd Floor, Cambridge, MA 02141, USA) with headquarters in Ireland (One Dockland Central, Dublin 1, Ireland) and Germany (Am Postbahnhof 17, 10243 Berlin, Germany).

Legal basis

The basis for the processing of data is Art. 6(1) b GDPR, which permits the processing of data for the performance of a contract or in order to take steps prior to entering into a contract or Art.6(1) a GDPR if you have given consent for your data to be processed.

Transfer to third countries

Your data will be processed on the servers of Hubspot and will therefore be transferred to the following third country:

- USA

As your data will be saved outside of the EU, we have entered into a contract with HubSpot containing provisions referred to as standard contract provisions, in which HubSpot undertakes to process user data only according to our instructions and to adhere to the level of data protection applicable in the EU.

Storage duration

Your data will be stored for as long as the purpose or applicable law requires it. Data collected based on your consent will be stored, unless otherwise indicated, until you withdraw consent or processing of the data is no longer required.

Further information

For further information on the HubSpot data privacy policy, visit: <https://legal.hubspot.com/de/dpa> and <https://legal.hubspot.com/de/privacy-policy>

6. DATA PROCESSING BY SERVICES OF THE WEBSITE

6.1. LOG FILES

Purpose and extent of processing

The provider of the website automatically collects and stores information that your browser automatically transmits to us in server log files. This data includes:

- Pages visited on our domain
- Date and time of the server request
- Browser type and browser version
- Operating system used
- Referrer URL
- Host name of the accessing computer
- IP address

The processing of your data is required to ensure and improve the function of our website.

Legal basis

Your data is processed in accordance with Art.6(1) f GDPR based on our legitimate interest in a user-friendly design of our website.

Transfer to third countries

Your data will not be transferred to a third country.

Storage duration

The user session is saved in a session cookie, which will be deleted automatically when you close your browser window.

6.2. GOOGLE ANALYTICS

Purpose and extent of processing

Our website uses functions of the web analysis service Google Analytics. This web analysis service is provided by Google Inc., 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA.

Google Analytics uses “cookies”. These are small text files that are stored on your device by your web browser and enable us to analyse your use of the website. The information generated by the cookie about your use of our website is transmitted to a Google server and stored there. The servers are normally located in the USA.

IP anonymisation

We use Google Analytics together with the IP anonymisation function. This guarantees that your IP address is shortened by Google within the member states of the European Union or other parties to the Agreement on the European Economic Area prior to transmission to the USA. There may be exceptional cases where Google transmits the full IP address to a server in the USA and shortens it there. Google will use this information on our behalf to evaluate your use of the website, to compile reports on website activity and to continue providing other services related to website and internet use for us. The IP address sent by Google Analytics will not be combined with other Google data.

Browser plugin

You can prevent the storage of cookies with your web browser. However, this may limit some of the functions of our website. You can also prevent Google from collecting data on your website use, including your IP address and its subsequent processing. This can be done by downloading and installing the browser plugin available here: tools.google.com/dlpage/gaoptout.

Demographics with Google Analytics

Our website uses the demographics functions of Google Analytics. This allows reports to be created with information on the age, gender and interests of the visitors to our site. This data is derived from interest-related advertising by Google and from visitor data from third-party providers. This data cannot be linked to a specific individual. You can deactivate this function at any time. This can be done via the display settings in your Google account or by generally prohibiting the collection of your data by Google Analytics as described under "Objection to data collection".

Legal basis

The legal basis for the placement of Google Analytics cookies is your consent according to Art. 6(1) a GDPR.

Objection to data collection

You can prevent Google Analytics from collecting your data by deactivating the tracking function in the [Cookie Consent Manager](#).

Transfer to third countries

Your data will be processed on the servers of Google and will therefore be transmitted to the following third country:

- USA

To comply with all legal data protection regulations we have entered into a contract with Google regarding data processing.

Further information

For details on how user data is handled by Google Analytics, refer to the data privacy policy of Google: support.google.com/analytics/answer/6004245

6.3. GOOGLE RECAPTCHA

Purpose and extent of processing

To ensure that the inputs in the forms on our website are made by a human and not by an automated third-party program (bot), we use Google reCaptcha.

It uses user behaviour to protect us from spam and therefore ensure operation of our website. The tool also helps us offer you the most user-friendly website possible.

It collects the following personal data:

- Referrer URL
- IP address
- Information about the operating system
- Cookies
- Mouse and keyboard behaviour
- Date and language settings
- All Javascript objects
- Screen resolution

Legal basis

Your data is processed in accordance with Art.6(1) f GDPR based on our legitimate interest in the prevention of misuse and spam.

Transfer to third countries

The data will be processed on the servers of Google and will therefore be transferred to the following third country:

- USA

Further information

The function of the tool requires Google to use and analyse this data even before you click the “I’m not a robot” check box. In the Invisible reCAPTCHA version, the detection process runs completely in the background. If you would like to prevent data about you and your behaviour from being transmitted to Google, you need to completely log out of your Google account and delete all Google cookies before visiting our website or using the reCAPTCHA software. In general, the data will automatically be transmitted to Google as soon as you open our website. To delete this data again, contact the Google Support at <https://support.google.com/?hl=de&tid=311267981>.

Further information can be found in the data privacy policy of Google: <https://www.google.com/intl/de/policies/privacy/>

6.4. FACEBOOK PIXEL “FACEBOOK CUSTOM AUDIENCES”

Purpose and extent of processing

Furthermore our website uses the “Facebook pixel” of Facebook Inc. (“Facebook”). This makes it possible for interest-based advertisements (“Facebook Ads”) to be displayed to users of our website when they visit the social network Facebook or another website using this function. The Facebook pixel will cause your browser to automatically connect directly to the Facebook Server. We have no influence over the extent and further processing of the data collected by Facebook through the use of this tool and would therefore like to inform you to the best of our knowledge: Integrating the Facebook pixel will cause Facebook to receive the information that you have clicked on an advertisement by us or have accessed the corresponding website of our web presence. If you are registered with a Facebook service, Facebook can link this visit to your account. Even if you are not registered on Facebook or are not logged in, it is possible for the provider to find out your IP address and other identifying features and store these.

Our aim in using the Facebook pixel is to ensure that the Facebook ads placed by us are only displayed to Facebook users who have expressed interest in our web presence. The Facebook pixel is therefore intended to ensure that our Facebook ads match the potential interest of the users and do not appear bothersome. Moreover, the Facebook pixel allows us to track the effectiveness of Facebook ads for statistical purposes by seeing whether a user was referred to our website after clicking a Facebook ad.

Legal basis

The necessary data is processed in accordance with Art.6(1) a GDPR based on your consent.

You can object to use of the Facebook pixel at any time by deactivating the tracking function in the [Cookie Consent Manager](#).

Storage duration

The cookies used have a storage duration of max. 12 months.

Transfer to third countries

Your data will be processed on the servers of Facebook and will therefore be transferred to the following third country:

- USA

Further information

Information of the third-party provider: Facebook Inc., 1601 S California Ave, Palo Alto, California 94304, USA

<http://www.facebook.com/policy.php>

Further information on data collection:

<http://www.facebook.com/help/186325668085084>

<http://www.face-book.com/about/privacy/your-info-on-other#applications> and

<http://www.face-book.com/about/privacy/your-info#everyoneinfo>

6.5. HOTJAR

Purpose and extent of processing

This website also uses Hotjar. The provider is Hotjar Ltd., Level 2, St Julians Business Centre, 3, Elia Zammit Street, St Julians STJ 1000, Malta, Europe (Website: <https://www.hotjar.com>).

Hotjar is a tool for analysing user behaviour on our website. Hotjar allows us to record, among other things, your mouse and scroll movements and clicks. Hotjar can also determine how long your cursor remained at a specific position. Hotjar uses this information to create “heat maps”, which permit us to determine which website areas users look at primarily.

Moreover, we can determine how long you remained on one page and when you left it. We can also determine at which point you stopped entering information in a contact form (“conversion funnels”).

Moreover, Hotjar can be used to gather direct feedback from website users. This function serves to improve the website operator’s web presence.

Hotjar uses cookies. Cookies are small text files placed on your computer and stored by your browser. They are intended to make our offer more user-friendly, more effective and safer. In particular, these cookies allow us to determine whether our website was visited using a specific device or whether the functions of Hotjar were deactivated for the browser in question. Hotjar cookies will remain on your device until you delete them.

You can set your browser to notify you when cookies have been placed on your computer, to permit cookies on a one-off basis only, to exclude the acceptance of cookies in certain cases or in general and to delete cookies automatically when the browser is closed. Deactivating cookies may restrict the functions of this website.

Deactivating Hotjar

If you wish to deactivate data collection by Hotjar, click the following link and follow the instructions found there: <https://www.hotjar.com/opt-out>

Please note that Hotjar must be deactivated separately for each browser and for each device.

Legal basis

The use of Hotjar and storing of Hotjar cookies is in accordance with Art.6(1) a GDPR based on your consent.

Transfer to third countries

Your data will not be transferred to a third country.

Storage duration

The cookies used have a storage duration of 12 months.

Further information

For further information about Hotjar and the collected data, refer to the data privacy policy of Hotjar at: <https://www.hotjar.com/privacy>

6.6. YOUTUBE

Purpose and extent of processing

On our website we use YouTube, a video portal of YouTube LLC., 901 Cherry Ave., 94066 San Bruno, CA, USA.

YouTube is a subsidiary of Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland

The videos displayed on our website are embedded with the function “expanded data protection mode”. According to Youtube, this function ensures that the data required to display the video is only transmitted to the Youtube server, if you have consented to the use of Youtube cookies and/or are actually playing a video on our website.

This connection is required to display the video in question on our website through your web browser. In this context YouTube will at minimum collect and process your IP address, the date and time and the website visited by you.

If you are logged into your YouTube account at the time, YouTube will link the connection information to your YouTube account. If you would like to prevent this, you either need to log out of your YouTube account before visiting our website or make the relevant settings in your YouTube user account.

Legal basis

We use YouTube in conjunction with the function “expanded data protection mode” to display videos. The legal basis is your consent according to Art.6(1) a GDPR.

Transfer to third countries

Your data will be processed on the servers of Youtube and will therefore be transferred to the following third country:

- USA

Storage duration

The cookies used have a storage duration of max. 13 months.

Further information

For further information about the collection and use of data and your associated rights and protection options, visit: <https://policies.google.com/privacy>

6.7. GOOGLE MAPS

Purpose and extent of processing

This website uses the Google Maps service. Google Maps is operated by Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA (hereinafter “Google”). It allows interactive maps to be displayed directly on the website and lets you use the map function in a convenient manner.

When you visit the website, Google receives information indicating that you opened the associated sub-page of our website. This is independent of whether you have a Google

user account and are logged into it or whether no such account exists. If you are logged into a Google account, your data will be linked directly to your account. If you do not want your data to be linked to your Google profile, you have to log out of your Google account before activating the button. Google will save your data as a usage profile and will use it for the purpose of advertising, market research and/or requirement-based design of its website. The data will in particular be used in this manner (even for users who are not logged in) to provide customised advertisement and to inform other users of the social network about your activities on our website. You have a right to object against creation of these user profiles, which must be directed to Google.

If you do not want Google to collect, process or use your data via our web presence, you can deactivate JavaScript in your browser settings. However, in this case you may not be able to use our websites fully or at all.

For further information on data processing by Google, read the Google data privacy policy. You can also visit the data privacy centre to change your personal data privacy settings.

Legal basis

The data is processed on the basis of your consent according to Art.6(1) a GDPR.

Transfer to third countries

Your data will be processed on the servers of Google and will therefore be transferred to the following third country:

- USA

Storage duration

We do not collect personal data by embedding Google Maps.

Further information

For further information on the purpose and extent of data collection and the processing thereof by the plug-in provider, refer to the provider's data privacy policies. These also include additional information about your associated rights and setting options to protect your privacy: <https://www.google.de/intl/de/policies/privacy>

7. SOCIAL MEDIA

Links to social media via image or text links

On our website we also advertise presences on the social networks listed below. These are embedded by means of a linked image of the respective network. Using this linked

image prevents a connection with the respective server of the social network from being established automatically when a website with a social media advertisement is opened in order to display an image of the respective network itself through this connection. The user is only referred to the service of the respective social network after clicking on the image in question.

Once the user has been referred, the respective network collects information about the user. In this context it is not possible to exclude the processing of data collected in this manner in third countries.

This primarily applies to data such as IP addresses, date, time and the visited page. If the user is logged into a user account on the respective network at this time, the network provider may be able to link the collected information of the specific visit by the user to the user's personal account. If the user interacts with the network in question through a "Share" button, this information may be saved in the user's personal account and may be published. If the user would like to prevent the collected information from being linked to the user account, the user has to log out of the account before clicking the image. It is also possible to configure the respective user account accordingly.

The following social networks are embedded in our site through links:

Facebook

Facebook Ireland Limited, 4 Grand Canal Square, Dublin 2, Ireland, a subsidiary of Facebook Inc., 1601 S. California Ave., Palo Alto, CA 94304, USA. Data privacy policy: <https://www.facebook.com/policy.php> Certification of EU-US data privacy ("EU-US Privacy Shield") <https://www.privacyshield.gov/participant?id=a2zt0000000GnywAAC&status=Active>

YouTube

Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland, a subsidiary of Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043 USA. Data privacy policy: <https://policies.google.com/privacy> Certification of EU-US data privacy ("EU-US Privacy Shield") <https://www.privacyshield.gov/participant?id=a2zt000000001L5AAI&status=Active>

Instagram

Facebook Ireland Limited, 4 Grand Canal Square, Dublin 2, Ireland, ein Tochterunternehmen der Facebook Inc., 1601 S. California Ave., Palo Alto, CA 94304, USA. Data privacy policy: <https://help.instagram.com/519522125107875> Certification of EU-US data privacy (“EU-US Privacy Shield”) <https://www.privacyshield.gov/participant?id=a2zt0000000GnywAAC&status=Active>

8. EXTERNAL LINKS

This website contains so-called “external links” to other websites over which the provider of this website has no influence. For this reason, the provider cannot assume any liability for this content. The respective provider of the linked website is responsible for the content and correctness of the provided information. At the time of placement of the links, no legal violations were detected. Upon being made aware of any such legal violations, we will remove the respective link immediately.

9. DATA PROTECTION OFFICER

If you have any questions about the processing of your personal data, do not hesitate to contact our data protection officer who is available at [datenschutz\(at\)spartherm.com](mailto:datenschutz(at)spartherm.com) or at the mailing address listed under “Responsible for the content” to handle information requests, suggestions or complaints.

Data privacy policy

You can download our data privacy policy for contractual relationships from this [Link](#).

You can manage the opt-in settings for the use of cookies yourself at any time.

Click on the following link: [Change cookie settings](#).