Privacy Policy in accordance with the EU GDPR

Dear Website Visitor,

In accordance with the General Data Protection Regulation (GDPR) of the European Union and the Federal Data Protection Act (BDSG-new), we, Werne & Thiel Sensortechnic GbR, are obliged to inform you about the purposes for which we collect and use personal data on our website.
In this context, we would like to explain how this is done, the extent of data processing, and your rights regarding data protection.
We kindly ask you to read the following privacy information carefully.

I. Name and Address of the Data Controller
The data controller within the meaning of the GDPR and other applicable national data protection laws of the member states, as well as other data protection regulations, is:

Werne & Thiel sensortechnic GbR
Untere Mühlewiesen 2a
79793 Wutöschingen
Deutschland
Tel.: 0049 (0) 77 46 24 25
Fax: 0049 (0) 77 46 25 88
E-Mail: info@werne-thiel.de
Website: www.werne-thiel.de

II. Name and Address of the Data Protection Officer

Our Data Protection Officer is available to assist you with inquiries, explanations, and questions regarding data usage:

DASBP Consulting
Feldkreuzweg 21
79793 Wutöschingen
Deutschland
Tel.: 07746 919470
Fax: 07746 919469
E-Mail: info@dasbp-consulting.de
Website: www.dasbp-consulting.de

III. Scope of Application

This Privacy Policy, along with the associated information obligations in accordance with the EU General Data Protection Regulation (GDPR) and the TTDSG, applies exclusively to this website, including all subpages.

IV. Definitions

Our Privacy Policy is based on the terminology used by the European legislator when enacting the General Data Protection Regulation (GDPR). The purpose of this Privacy Policy is to be easily readable and understandable for the general public as well as for our customers, prospects, and business partners. To ensure this, we would like to clarify the terms used in advance:

Personal Data refers to all information relating to an identified or identifiable natural person (hereinafter referred to as "data subject"). An individual is considered identifiable if they can be directly or indirectly identified, in particular through association with an identifier such as a name, identification number, location data, online identifier (e.g., cookie), or one or more specific features that reflect the physical, physiological, genetic, psychological, economic, cultural, or social identity of that natural person.

A **data subject** is any identified or identifiable natural person whose personal data is processed by the responsible data controller.

The European Economic Area (EEA) includes the European Union (EU) as well as the Principality of Liechtenstein, Iceland, and Norway.

Browser Data are personal data transmitted by your browser to our web server when visiting our website, which our web server stores at least for the duration of your visit. This includes your IP address, date and time of your visit, time zone difference from Greenwich Mean Time (GMT), pages visited on our website, access status/http status code, the website through which you accessed our site, the browser used (including version and language), the amount of data transmitted, and if JavaScript is enabled in your browser, also your screen resolution, color depth, and the size of your browser window.

Processing refers to any operation or set of operations performed with or without the aid of automated processes concerning personal data, such as collecting, recording, organizing, structuring, storing, adapting or altering, retrieving, consulting, using, disclosing by transmission, dissemination, or otherwise making available, matching or linking, restricting, erasing, or destroying.

Restriction of Processing involves marking stored personal data with the aim of limiting its future processing

Profiling refers to any form of automated processing of personal data that involves using such data to evaluate certain personal aspects relating to a natural person. Depending on the type of profiling, this may include information about age, gender, location data and movement data, interaction with websites and their content, purchasing behavior, social interactions with others, and more. The purpose of profiling is particularly to analyze or predict aspects such as work performance, economic situation, health, personal preferences, interests, reliability, behavior, residence or mobility of the individual (e.g., interests in specific content or products, click behavior on a website, or current location). Cookies and web beacons are often used for profiling purposes.

Pseudonymization is the processing of personal data in such a way that the data can no longer be attributed to a specific data subject without the use of additional information, provided that such additional information is kept separately and subject to technical and organizational measures to ensure that the personal data cannot be attributed to an identified or identifiable natural person.

The data controller or responsible for processing is the natural or legal person, authority, agency, or other entity that alone or jointly with others determines the purposes and means of processing personal data. If the purposes and means of processing are prescribed by Union law or the law of the Member States, the controller or the specific criteria for its designation may be provided for under Union law or the law of the Member States.

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

Recipient refers to a natural or legal person, authority, institution, or other entity to whom personal data is disclosed, regardless of whether they are a third party or not. However, authorities that may receive personal data within the scope of a specific investigation mandate under Union law or the law of the Member States are not considered recipients.

Third party means a natural or legal person, authority, institution, or other entity, other than the data subject, the data controller, the data processor, and persons authorized to process the personal data under the direct responsibility of the data controller or data processor.

Consent is any voluntary, informed, and unambiguous expression of will given by the data subject for a specific case, in the form of a declaration or other clear confirming action, indicating that the data subject agrees to the processing of their personal data.

Voluntary data are personal data that we request from you, which are not mandatory but facilitate the processing.

Mandatory data are personal data that we request from you and are essential for fulfilling the purposes of the processing. Mandatory data are marked separately during data collection.

Opt-In refers to the active consent of the data subject to the processing of their data, e.g., by ticking a box.

Opt-Out is the opposite of Opt-In; it indicates that the processing is actively opposed by the data subject.

Usage Data are personal data about your use of our website, which are collected automatically, especially browser data, when you use the website.

Log File – a file stored on our web server in which browser data are recorded.

Contact and Inquiry Data are personal data you provide when contacting us via email or other means, or when making an inquiry outside of a contractual relationship.

Third Country – a country outside the European Union.

Location Data: Location data are generated when a mobile device (or another device with the technical capabilities for location determination) connects to a cell tower, Wi-Fi, or similar technical means and functions of location determination. Location data indicate the specific geographic position of the device on Earth. They can be used, for example, to display map functions or other location-dependent information.

Tracking: "Tracking" refers to the ability to trace user behavior across multiple online services. Typically, behavioral and interest information is stored in cookies or on servers of the providers of tracking technologies (so-called profiling). These data can then be used, for example, to display advertisements to users that are likely to match their interests.

V. General Information on Data Processing

1. Scope of Personal Data Processing

We generally process personal data of our users only to the extent necessary to provide a functional website as well as our content and services. Data that directly relates to our users, such as names or contact details, are typically only processed with the explicit consent of the user. An exception exists when obtaining prior consent is not possible for factual reasons, and the processing of the data is permitted by legal regulations.

In principle, we use your personal data only within our company.

2. Purposes and Legal Basis for the Processing of Personal Data

We process personal data in compliance with applicable data protection regulations, particularly the EU General Data Protection Regulation (GDPR), the TTDSG, and the BDSG-neu. The processing of your personal data is based on the legal grounds provided by the following legal bases:

Where we obtain the consent of the data subject for processing activities involving personal data, Art. 6(1)(a) of the GDPR serves as the legal basis for such processing. In cases of explicit consent for the transfer of personal data to third countries, the processing also relies on Art. 49(1)(a) of the GDPR. If you have consented to the storage of cookies or access to information on your device, the data processing additionally is based on § 25(1) of the TTDSG.

When cookies or similar technologies are used in data processing, the storage of information in the end device of the user or access to information already stored on the device is carried out in accordance with § 25(1) of the TTDSG in conjunction with Art. 6(1)(a) of the GDPR, and further data processing is governed by Art. 6(1) of the GDPR. If the use of cookies is strictly necessary, this is based on § 25(2) of the TTDSG, and further data processing is based on Art. 6(1) of the GDPR.

Processing of personal data necessary for the performance of a contract, of which the data subject is a party, is based on Art. 6(1)(b) of the GDPR. This also applies to processing activities required to carry out pre-contractual measures.

Where processing of personal data is necessary to fulfill a legal obligation, it is based on Art. 6(1)(c) of the GDPR (e.g., employment law or tax obligations).

In cases where vital interests of the data subject or another natural person necessitate the processing of personal data, the legal basis is provided by Art. 6(1)(d) of the GDPR.

If processing is necessary to safeguard a legitimate interest of our company or a third party, and the interests, fundamental rights, and freedoms of the data subject do not override this interest, the legal basis is Art. 6(1)(f) of the GDPR.

Further information on the specific legal grounds applicable in individual cases is provided in the following sections of our Privacy Policy.

3. Storage Duration and Deletion of Personal Data

The duration of storage of personal data is determined based on the respective legal basis, the purpose of processing, and, where applicable, the relevant statutory retention periods (e.g., commercial and tax retention periods). If the data are not deleted because they are required for other legally permissible purposes, their processing is restricted. This means that the data are blocked and not processed for any other purposes.

Storage may also occur if mandated by European or national legislation in union regulations, laws, or other regulations applicable to the data controller. Data will be blocked or deleted once the prescribed storage period under these standards expires, unless further storage is necessary for the conclusion or fulfillment of a contract.
Personal data of the data subject will be deleted or blocked as soon as the purpose of storage ceases to apply. We retain your personal data only as long as necessary to fulfill the purpose of data processing. Additionally, data are stored only if there is a legal obligation or if open legal claims exist from a legal relationship concerning the data, which require longer storage.

Based on these principles, the following applies to the purposes of processing we pursue:

- Data processed in connection with the (purely informational) access to our website are stored until you end your browser session.
- Data collected to improve and enhance our website through the use of cookies are deleted either upon termination of your browser session or after a certain period, depending on the type of cookie.
- Personal data processed based on explicit consent according to Art. 6(1)(a) GDPR are stored until the data subject withdraws their consent.
- Data processed within contractual relationships are generally stored for a period of 10 years for tax reasons, as required by law. Specifically, storage periods include 6 years according to § 257(1) HGB (business books, inventories, opening balances, annual financial statements, business correspondence, booking documents, etc.) and 10 years according to § 147(1) AO (books, records, management reports, accounting documents, business and trade correspondence, tax-relevant documents, etc.).
- Data received from applicants during the application process are generally stored for 6 months after the conclusion of the application procedure if no employment relationship is established. Longer storage is possible if requested by the applicant and with their explicit consent, which can be revoked at any time with effect for the future.
- Unless otherwise specified in this statement regarding specific processing situations, stored personal data will be deleted when they are no longer necessary for the purposes for which they were collected or otherwise processed.

4. Disclosure of Personal Data and Recipients or Categories of Recipients

We only share your data with third parties if we disclose your data to other persons and companies (processors or third parties) within the scope of our processing for specific functions and services, and only under the following circumstances:

• You have given your explicit consent in accordance with Art. 6(1)(a) GDPR,
• The disclosure is necessary for the assertion, exercise, or defense of legal claims and there is no reason to believe that you have an over riding legitimate interest in not disclosing your data, in accordance with Art. 6(1)(f) GDPR,
• There is a legal obligation to disclose the data, as required by Art. 6(1)(c) GDPR, or
• The disclosure is legally permissible and necessary for the performance of a contract with you, in accordance with Art. 6(1)(b) GDPR.

In these cases, the scope of the transmitted data is limited to the minimum necessary. Data will not be transferred to third parties for purposes other than those listed above.

4.1. Disclosure of Data to Processors and Third Parties

To achieve the processing purposes specified by us, it may sometimes be necessary to disclose your data to certain recipients who need to process the data on our behalf. Below, you will find a list of responsible parties and/or data processors to whom we may, on a case-by-case basis, transmit, provide, or otherwise make personal data accessible. If it is not possible to specify particular recipients at this point, the GDPR allows us to specify categories of recipients:

- Our IT and data processing service providers
- Our sales partners, logistics companies, or delivery service providers
- Banks for the processing of payments
- Responsible administrative authorities, including tax consultants
- Third-party contractors, web hosting providers
- Transmission of payment information to commissioned banks or payment service providers

4.2. Data Transfer Within the EU/EEA

Our data protection policies are in accordance with applicable data protection laws, and data is only processed within Germany. There is no transfer to third countries, nor is such transfer intended.

5. Data Source

The personal data necessary to fulfill our processing purposes are collected exclusively from you.

Other data are automatically collected by our IT systems when you visit the website. This primarily includes technical data (such as internet browser, operating system, or the time of the page view). The collection of this data occurs automatically as soon as you enter our website.

Please be aware that when you submit text or image files, you may unintentionally transmit background information that could reveal details about your person. Reading and analyzing this data does not align with our company's confidentiality principles.

Additionally, unsolicited documents and photos—whether in paper form or as digital files—generally contain personal data. We handle such data with due care; however, we cannot assume liability for these data.

6. Our Objection to the Use of Our Contact Details for Sending Advertising

We hereby object to the use of contact details published in accordance with the legal requirements for the purpose of sending unsolicited advertising and informational materials.

We explicitly oppose the processing of our contact data, which we have published in the imprint or at the data protection contact, for the unsolicited sending of advertising and informational materials by third parties. The website operator expressly reserves the right to take legal action in case of unsolicited and unlawful sending of advertising and informational materials, such as spam emails.

7. References to Third-Party Websites

To keep our privacy policy clear and concise, we refer to external information and privacy notices via links at various points on our website. The links published on our website are researched and compiled with the utmost care.

Data is only transmitted to the target website when you click on such a link. This is technically necessary. The data transmitted includes, in particular: your IP address, the time you clicked the link, the page on which you clicked the link, and information about your internet browser. If you do not want this data to be transmitted to the target website, please do not click on the link.

VI. Website Provision and Log File Creation

1. Description and Scope of Personal Data Processing During Website Visits

You can generally visit our websites without providing any information or disclosing your identity. Each time a customer (or other visitor) accesses our website, data and information about your usage behavior and interaction with us are automatically sent or transmitted from the internet browser used on your device (computer, laptop, tablet, smartphone, etc.) to our website's server, and data related to your computer or mobile device (access data) are recorded. This information is temporarily stored in a so-called log file. These data relate to an identified or identifiable natural person (website visitor).

2. Collection and Storage of Personal Data

The following data are collected automatically without your intervention and stored until automated deletion:

- IP address of the requesting computer, as well as device ID or unique device identifier and device type,
- Name of the accessed file and transmitted data volume, as well as date and time of access,
- Notification of successful access,
- Requesting domain,
- Description of the type of internet browser used and, if applicable, the operating system of your device, as well as the name of your access provider,
- Your browser history data and standard web log information,
- Location data, including location data from your mobile device. Please note that on most mobile devices, you can control or disable the use of location services in the device's settings.

These data are also stored in the log files of our system. Data such as the user's IP address or other information that could enable the association of data with a specific user are not included.

We use these log data without associating them with your person or creating profiles for statistical evaluations for the purpose of operation, security, and optimization and improvement of our website. They are also used to anonymously record the number of visitors to our website (traffic), as well as the scope and type of usage of our website and services, including billing purposes to measure the number of clicks received from partners. Based on this information, we can provide personalized and location-based content, analyze data traffic, identify and fix errors, and enhance our services. These data are not stored together with other personal data of the user.

2. Legal Basis for Data Processing

The legal basis for collecting data in server log files is § 31 of the Federal Data Protection Act (BDSG) and Article 6(1) sentence 1 lit. f of the GDPR.

We reserve the right to review the log data retrospectively if there are concrete indications of a legitimate suspicion of unlawful use. Our legitimate interest in data processing for these purposes also constitutes the legal basis under Article 6(1) lit. f GDPR.

The legal basis for the temporary storage of data and processing is pursuant to Article 6(1) lit. f GDPR, based on our legitimate interest in improving the stability and functionality of our website, providing you with an optimized website experience for your browser, and enabling communication between our server and your device.

3. Purpose of Data Processing

The collection and processing of personal data are primarily based on the following purposes:

- To enable access to our website from your device and to ensure the correct display of our website on your device or in your browser.
- To deliver the content and services of our website accurately.
- To ensure the security of our systems and the smooth operation of the website.
- To improve our online offerings, optimize the website, and ensure the security of our information technology systems.
- To guarantee a seamless connection establishment.
- To maintain the continuous functionality of our IT systems and the technology of our website.
- To analyze system security and stability.
- To detect and protect against attacks.
- To provide law enforcement authorities with the necessary information in the event of a cyberattack for criminal prosecution.

An evaluation of this data for marketing purposes does not take place, and due to data anonymization, no conclusions can be drawn about your person.

4. Recipients or Categories of Recipients of Personal Data

The data recipients are our technical hosting service provider, Host Europe GmbH, Pilgrimstraße 6, 50674 Cologne, Germany, which acts as a data processor for the operation and maintenance of our website in accordance with Art. 6(1)(f) GDPR in conjunction with Art. 28 GDPR. This involves a data processing agreement mandated by data protection law, ensuring that personal data of our website visitors is processed only according to our instructions and in compliance with the GDPR.

5. Duration of Storage and Deletion

Data will be deleted once they are no longer necessary for the purpose for which they were collected. In the case of data collected for website provision, this occurs when the respective session ends.

Temporary processing and storage of the IP address by the system are necessary and must be retained for the duration of the session to enable delivery of the website to the user's device.

The storage of the aforementioned data (without personal reference) is carried out to ensure the functionality of the website and for security reasons, such as investigating misuse cases.

6. Provisioning Mandated or Necessary

Providing the aforementioned personal data is neither legally nor contractually required, nor is it necessary for entering into a contract. You are not obliged to provide personal data. However, failure to do so may result in the inability to fully or partially use our website. Without the IP address and cookie ID, the service and functionality of our website cannot be guaranteed. Additionally, some services and features may be unavailable or limited.

7. Right to Object and Erasure

The collection of data for website provision and the storage of data in log files are essential for the operation of the website. Consequently, users do not have the right to object.

VII. External Hosting / Web Hosting

a) Description and Scope of Data Processing

We utilize the web hosting service provided by Host Europe GmbH, Pilgrimstraße 6, 50674 Cologne, Germany, for our online presence. This service acts on our behalf within the framework of a data processing agreement.

For the design, conception, and implementation of our website, we engage the services of ting.de Internet Agency e.K., Spießenbergstr. 1, 79780 Stühlingen-Schwaningen, Germany, which also operates on our behalf under a data processing agreement.

In connection with the provision of the hosting service, we or our hosting provider process various data types, including inventory data, contact data, content data, contract data, usage data, meta- and communication data of customers, prospects, and visitors to this website, contact inquiries, IP addresses (necessary for delivering online content to browsers), website access data, and other data generated through our website and during communication. For more details, please refer to the privacy policy of Host Europe GmbH: https://www.hos-teurope.de/AGB/Datenschutzerklaerung/

b) Purpose and Legal Basis for Data Processing

The hosting services we utilize serve to provide the following: infrastructure and platform services, computing capacity, storage space, database services, security measures, and technical maintenance, all of which are employed for the operation of the website.

The use of the hosting provider is based on the performance of a contract with our potential and existing customers (Art. 6(1)(b) GDPR) and is also justified by our legitimate interests in ensuring a secure, fast, and efficient delivery of our online offerings through a professional provider, in accordance with Art. 6(1)(f) GDPR.

We have entered into a data processing agreement (DPA) with the aforementioned provider. This is a legally required contract that ensures the provider processes the personal data of our website visitors only according to our instructions and in compliance with GDPR.

c) Duration of Storage and Criteria for Determining Storage Period

The personal data collected on this website are stored on the servers of our hosting provider. Our host will process your data only to the extent necessary to fulfill its contractual obligations and in accordance with our instructions regarding these data.

VIII. Online Presence and Website Optimization

Use of Technically Necessary Cookies
(Absolutely essential / essential / temporary, session cookies)

a) Description and Scope of Data Processing

Cookies may be strictly necessary for the operation of a website (e.g., to store logins or other user inputs or for security reasons). The use of cookies serves, on the one hand, to make our offerings more user-friendly for you (e.g., enabling the shopping cart function across multiple pages) and to optimize our website. For this purpose, we use so-called session cookies to recognize if you have already visited individual pages of our website.

A session cookie is a small text file that is sent by the respective servers when visiting a webpage and stored on your hard drive. A session cookie contains a randomly generated unique identification number, known as a session ID, which allows different requests from your browser to be associated with the same session. Additionally, a cookie includes information about its origin and storage duration and cannot store other data. These cookies are deleted after you close your browser.

The following data are stored in the cookies and transmitted to our IT systems:

- Language preferences

- Login information for non-public pages
- Entered search terms

b) Legal Basis for the Use of Cookies

We process data through our cookies based on the following legal grounds and purposes:

The legal basis for processing personal data using cookies for the aforementioned purposes is Art. 6(1)(f) GDPR, based on our legitimate interest and that of third parties in providing a user-friendly website experience.

c) Purpose of Data Processing

The purpose of using technically necessary cookies is to simplify the use of websites for users and to provide a user-friendly website experience. This is essential for the operation of the website. Some functions of our website (such as the shopping cart, contact form, etc.) cannot be offered or function properly without the use of these cookies. It is necessary for the browser to recognize you again after switching pages.

Through these cookies, we can, for example, offer you cross-page shopping cart displays, showing how many items are currently in your cart and your current purchase value, as well as saving language preferences and search terms.

The user data collected by technically necessary cookies are not used to create user profiles.

d) Recipients of the Data

The recipients of the data are our technical hosting service providers, who act as data processors for the operation and maintenance of our website. We have concluded the appropriate data processing agreements with them.

e) Duration of Storage, Right to Object, and Deletion Options

The duration of storage depends on the type of cookie. These so-called session cookies do not remain permanently on the user's computer but are deleted by the web browser after the session ends or when the user logs out of our website via the corresponding logout link.

Users do not have a right to object to the storage of cookies; however, they do have the option to prevent cookies from being stored through appropriate browser settings. As a user, you have full control over the use of cookies. By changing the settings in your internet browser, you can disable or restrict the transmission of cookies. Cookies already stored can be deleted at any time, and this can also be done automatically.

The help function in the menu bar of most web browsers explains how to prevent your browser from accepting new cookies, how to be notified when a new cookie is received, and how to delete or block all existing cookies for future use. Additionally, you can find information and instructions on how to delete cookies or block their storage in advance, depending on your browser provider, at the following links ("Do Not Track" feature):

- Mozilla Firefox: https://support.mozilla.org/de/kb/cookies-delete-data-from-websites-remove
- Internet Explorer: https://support.microsoft.com/de-de/help/17442/windows-internet-explorer-delete-manage-cookies
- Google Chrome: https://support.google.com/accounts/answer/61416?hl=de
- Opera: https://www.opera.com/de/help
- Safari: https://support.apple.com/kb/PH17191?locale=de_DE&viewlocale=de_DE

To revoke your consent or restrict certain cookies, you have the following options:

Use your browser settings. Details can be found in your browser's help function (usually accessible via the F1 key).

Configure your browser to notify you before cookies are set, allowing you to decide on a case-by-case basis whether to accept cookies or to block them entirely.

Internet Explorer:

1. Open Internet Explorer.
2. Click on the "Tools" button and then select "Internet Options," or click on the gear icon in the upper right corner and choose "Internet Options."
3. Click on the "Privacy" tab.
4. You can now adjust the security settings / Internet zone settings using the slider. Here, you can specify whether and which cookies should be accepted or rejected. If the slider is set to the top ("Block all cookies"), no cookies will be set.
5. Click "Apply" and then "OK" to confirm your settings.

Mozilla Firefox:

1. Open the Mozilla Firefox browser.
2. Click on the menu icon with three lines (the so-called "Hamburger Menu") in the upper right corner.
3. Select "Options" from the menu.
4. Choose the "Privacy & Security" tab.
5. For the dropdown menu "Firefox will remember history," select: "Use custom settings for history." You can then configure whether cookies should be accepted, how long they should be retained, and add exceptions for websites where cookies are always or never allowed.
6. Uncheck "Accept cookies" and save your settings.

Google Chrome:

1. Open Google Chrome.
2. Click on the menu icon with three dots in the upper right corner ("Hamburger Menu").
3. Select "Settings."
4. Scroll down and click on "Advanced" to expand additional options.
5. Under "Privacy and security," click on "Content settings."
6. Find the "Cookies" section, where you can select "Block third-party cookies" or "Block all cookies" as needed.
7. Save your settings.

Safari:

1. Open Safari.
2. Click on the gray gear icon in the upper right corner and select "Preferences," or access "Preferences" via the Safari menu in the menu bar if the gear icon is not visible.
3. Choose the "Privacy" tab.
4. Under "Cookies and website data," select "Always block" to block cookies.

You can also analyze which cookies are used on your device and disable them individually or altogether at https://www.youronlinechoices.com/uk/your-ad-choices. This is an offer from the European Interactive Digital Advertising Alliance.

Additionally, you can prevent the loading of scripts by default. NoScript allows JavaScript, Java, and other plugins to run only on trusted domains of your choice. For information and instructions on how to configure this feature, consult your browser provider (e.g., for Mozilla Firefox: https://addons.mozilla.org/de/firefox/addon/noscript/).

Please note that completely disabling cookies may result in some functions, services, and features of our website being limited or unavailable, and may require frequent re-login.

f) Provisioning is mandatory or required

The provision of the aforementioned personal data is neither legally nor contractually required and is not essential for viewing the website. However, without this data, the service and functionality of our website cannot be guaranteed, and some features may not function properly without these cookies.

IX. Data Collection When Using Contact Methods via Email, Mail, and/or Telephone/Fax

1. Description and Scope of Data Processing

You have the option to contact us by mail, telephone, fax, or email.

If you contact us by mail, we may process your address data (e.g., name, first name, street, city, postal code), the date and time of receipt, as well as any data that naturally arise from your letter.

Depending on the information you provide, we may contact you again via telephone, fax, or email, and may call you back or reply to you accordingly.

If you contact us by telephone, we will process your phone number, and if requested during the conversation, your name, email address, the time of the call, and details regarding your inquiry.

If you contact us by fax, we will process the fax number or sender identification, as well as data derived from the fax.

When contacting us via email to one of our email addresses, the personal data transmitted with the email will be stored for ongoing contact management. Specifically, the email address, the time of receipt, and any data that arise from the message content (including attachments) will be processed. In this context, there will be no transfer of data to third parties. The data will be used solely for processing the communication.

In this context, there will be no transfer of data to third parties or other recipients. Additionally, there are no plans to transfer data to a third country or an international organization.

2. Legal Basis for Data Processing

The processing of this data is based on Art. 6(1)(b) GDPR, if your inquiry is related to the performance of a contract or necessary for pre-contractual measures, or on your consent (Art. 6(1)(a) GDPR), if such consent has been obtained.

If the data processing is carried out to perform pre-contractual measures at your request or, if you are already our customer, to execute the contract, the legal basis for this data processing is Art. 6(1)(b) GDPR.

The legal basis for processing data transmitted via email is Art. 6(1)(f) GDPR, as we have a legitimate interest in effectively handling inquiries addressed to us and in being able to respond to your email or provide you with the opportunity to contact us at any time and have your questions answered. If the email contact aims at concluding a contract, an additional legal basis for processing is Art. 6(1)(b) GDPR.

3. Purpose of Data Processing

The purpose of processing the aforementioned data is to handle your contact request, to be able to respond to your inquiry, and to fulfill your wish to establish contact. Additionally, the data may be used in case further questions arise.

4. Recipients of the Data

The recipients of the data are our server hosting provider, who acts on our behalf within the scope of a data processing agreement.

Our website is maintained by a server hosting service provider, who acts as our data processor. If you send us an inquiry regarding an offer, service providers engaged by us may receive your data for these purposes, provided they need the data to perform their respective services (e.g., IT services). All service providers are contractually obliged to treat your data confidentially.

There will be no transfer of your personal data to third parties, and your data will not be shared with third parties without your consent.

5. Duration of Storage

The data will be deleted once it is no longer necessary for the purpose for which it was collected. For personal data sent via email, this is the case when the respective conversation with the user has ended. A conversation is considered concluded when it can be inferred from the circumstances that the matter has been definitively resolved.

If a contractual relationship is established, we are subject to mandatory legal provisions—particularly statutory retention periods—and will delete your data after six or ten years.

6. Right to Object and Erasure

The user has the right to withdraw their consent to the processing of their personal data at any time. If the user contacts us via email, they can object to the storage of their personal data at any time.
You can send or communicate your objection to us in writing or via email at any time. The withdrawal does not affect the lawfulness of data processing carried out based on consent before the withdrawal.

In such cases, the conversation cannot be continued. All personal data stored during the contact process will be deleted in this case.

7. Provision of Data – Mandatory or Required

Providing personal data is neither legally nor contractually required, nor is it necessary for entering into a contract. You are not obliged to provide your personal data. However, failure to provide this data may result in the inability to contact you or process your inquiry, as the processing of your request cannot be carried out without this information.

X. Application and Application Procedure

1. Description and Scope of Data Processing

We offer you the opportunity to apply for job vacancies electronically, provided they are published in the appropriate section. You can then submit your application to us either via email or by postal mail.

Participation in the application process requires that applicants provide us with all necessary personal data along with their application email to enable a thorough and informed assessment and selection. The required information includes general personal details (such as name, address, and a telephone or electronic contact method) as well as performance-related evidence of the qualifications necessary for the position. The specific components that an application must contain to be considered, and the manner in which these components should be transmitted via email, can be found in the respective job advertisement.

Upon receipt of the application sent using the provided email contact address, the applicant data will be stored by us and used solely for the purpose of processing the application. For any follow-up questions during the processing, we will use either the email address provided by the applicant with their application or a telephone number specified.

When you submit your application to us, we will process the information you provide within the scope of your application (e.g., the email address if you send us your application via email).

If you send us your application electronically, we process your email address to handle your application and to contact you in order to respond to your inquiry.

For postal submissions, we process the data you provide.

2. Purpose of Processing

The purpose of processing the personal data resulting from the application documents you send is solely to process your application, manage the application procedure, and identify a suitable candidate.

3. Legal Basis for Data Processing

The legal basis for processing the personal data resulting from your application is the initiation or fulfillment of a contract (Art. 6(1)(b) GDPR, Art. 88(1) GDPR, § 26(1) BDSG-new).

The legal basis for this processing, including contact for inquiries, is generally Art. 6(1)(b) GDPR in conjunction with § 26(1) BDSG-new, whereby the application process is considered as the initiation of an employment contract.

If, during the above-described evaluation, no selection is made or if an applicant withdraws their application prematurely, the data transmitted via email and all electronic correspondence, including the original application email, will be deleted after a maximum of 6 months following notification. This period is based on our legitimate interest in being able to respond to any follow-up questions regarding the application and to fulfill any legal obligations related to equal treatment of applicants.

In the event of a successful application, the data provided will be further processed based on Art. 6(1)(b) GDPR in conjunction with § 26(1) BDSG-new for the purpose of executing the employment relationship.

4. Recipients of the Data

Data will only be shared with the departments involved in the application process.

5. Duration of Storage

The application email and submitted documents will be deleted after six months following the conclusion of the application process unless we are legally obliged to retain them longer.

If you have sent us your application documents by postal mail, we will return your submitted documents to you after the conclusion of the application process.

If we enter into an employment contract with an applicant, the transmitted data will be stored for the purpose of managing the employment relationship in compliance with applicable legal regulations.

6. Right to Object and Erasure

You have the right to object at any time. You can send or communicate your objection to us via email at any time.

7. Obligation to Provide Data

Providing your personal data is necessary for submitting an application. Failure to provide this data will result in us being unable to process or consider your application.

XI. Information Regarding Data Subjects' Rights

If your personal data is processed, you are considered a data subject under the GDPR and have extensive rights against the data controller, particularly arising from Articles 15 to 21 of the GDPR:

1. Right to Information

You may request confirmation from the data controller as to whether personal data concerning you is being processed by us.
If such processing exists, you can request information from the data controller about the following:

(1) The purposes for which the personal data is processed;
(2) The categories of personal data being processed;
(3) The recipients or categories of recipients to whom your personal data has been or will be disclosed;
(4) The planned duration of storage for your personal data or, if this is not possible, the criteria used to determine this duration;
(5) The existence of a right to rectification or erasure of your personal data, a right to restriction of processing by the data controller, or a right to object to such processing;
(6) The existence of a right to lodge a complaint with a supervisory authority;
(7) All available information about the source of the data if the personal data was not collected directly from you;
(8) The existence of automated decision-making, including profiling according to Art. 22(1) and (4) GDPR, and at least in these cases, meaningful information about the logic involved, as well as the significance and expected consequences of such processing for you.

You also have the right to request information about whether your personal data is being transferred to a third country or an international organization. In this context, you may request information about the appropriate safeguards pursuant to Art. 46 GDPR related to the transfer.

2. Right to Rectification

You have the right to request the rectification and/or completion of your personal data from the data controller if the data processed concerning you is incorrect or incomplete. The data controller must carry out the correction without delay.

3. Right to Restriction of Processing

You have the right to request the restriction of the processing of your personal data under the following circumstances:
1. If you contest the accuracy of your personal data for a period enabling the responsible party to verify the accuracy of the data;
2. If the processing is unlawful and you oppose the deletion of the personal data and instead request the restriction of their use;
3. If the responsible party no longer needs the personal data for processing purposes, but you require them to establish, exercise, or defend legal claims; or
4. If you have objected to the processing pursuant to Art. 21(1) GDPR and it has not yet been determined whether the legitimate grounds of the responsible party override your reasons.

When the processing of your personal data is restricted, these data—apart from storage—may only be processed with your consent or for the purpose of establishing, exercising, or defending legal claims, or to protect the rights of another natural or legal person, or for reasons of an important public interest of the Union or a Member State.
If the restriction of processing is imposed based on the above conditions, you will be informed by the responsible party before the restriction is lifted.

4. Right to Erasure

a) Obligation to Erase

You can request the responsible party to delete your personal data immediately, and the responsible party is obliged to delete these data without delay if one of the following reasons applies:

1. The personal data are no longer necessary for the purposes for which they were collected or otherwise processed;
2. You withdraw your consent on which the processing was based according to Art. 6(1)(a) or Art. 9(2)(a) GDPR, and there is no other legal ground for the processing;
3. You object to the processing pursuant to Art. 21(1) GDPR, and there are no overriding legitimate grounds for the processing, or you object pursuant to Art. 21(2) GDPR;
4. The personal data have been unlawfully processed;
5. The deletion of your personal data is necessary to comply with a legal obligation under Union law or the law of the Member States to which the responsible party is subject;

6. Your personal data were collected in relation to offered services of the information society according to Art. 8(1) GDPR.

b) Information to Third Parties

If the data controller has made your personal data publicly available and is obliged under Article 17(1) GDPR to delete it, they shall, taking into account the available technology and the costs of implementation, implement appropriate measures, including technical measures, to inform data controllers processing the personal data that you, as the data subject, have requested the deletion of all links to these personal data or copies or replicas of such data.

c) Exceptions

The right to erasure does not apply where the processing is necessary:

(1) for the exercise of the right to freedom of expression and information;
(2) for compliance with a legal obligation which requires processing under Union or Member State law to which the data controller is subject, or for the performance of a task carried out in the public interest or in the exercise of official authority vested in the data controller;
(3) for reasons of public interest in the area of public health in accordance with Art. 9(2)(h) and (i) and Art. 9(3) GDPR;
(4) for archiving purposes in the public interest, scientific or historical research purposes, or statistical purposes in accordance with Art.89(1) GDPR, insofar as the right referred to in section a) is likely to render impossible or seriously impair the achievement of the objectives of that processing; or
(5) for the establishment, exercise, or defense of legal claims.

5. Right to be Informed

If you have exercised your right to rectification, erasure, or restriction of processing against the data controller, they are obliged to inform all recipients to whom your personal data has been disclosed of such rectification, erasure, or restriction, unless this proves impossible or involves a disproportionate effort.

You also have the right to be informed about these recipients from the data controller.

6. Right to Data Portability

You have the right to receive the personal data concerning you, which you have provided to the data controller, in a structured, commonly used, and machine-readable format. Additionally, you have the right to transmit this data to another data controller without hindrance from the original controller to whom the personal data was provided, provided that:

(1) the processing is based on your consent pursuant to Art. 6(1)(a) GDPR or Art. 9(2)(a) GDPR, or on a contract pursuant to Art. 6(1)(b) GDPR; and
(2) the processing is carried out by automated means.

In exercising this right, you also have the right to request that the personal data concerning you be transmitted directly from one data controller to another, where technically feasible. This shall not affect the rights and freedoms of other individuals.

The right to data portability does not apply to processing of personal data necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller.

7. Right to Object to Data Collection in Specific Cases and to Direct Marketing (Art. 21 GDPR)

7.1. Right to Object on a Case-by-Case Basis (Art. 21(1) GDPR)

You have the right to object at any time, on grounds relating to your particular situation, to the processing of your personal data, which is based on Article 6(1)(e) GDPR (processing in the public interest) and Article 6(1)(f) GDPR (processing based on legitimate interests), with effect for the future; this also applies to profiling based on these provisions within the meaning of Art. 4 No. 4 GDPR.

The data controller will cease processing your personal data unless they can demonstrate compelling legitimate grounds for the processing that override your interests, rights, and freedoms, or if the processing is necessary for the establishment, exercise, or defense of legal claims (objection pursuant to Art. 21(1) GDPR).

7.2. Right to Object to Data Processing for Direct Marketing Purposes (Art. 21(2) GDPR)

If your personal data is processed for the purpose of direct marketing, you have the right to object at any time to the processing of your personal data for such marketing purposes; this also includes profiling related to such direct marketing. Upon objection, your personal data will no longer be processed for direct marketing purposes (objection pursuant to Art. 21(2) GDPR).

The objection can be made informally by stating "Objection" in the subject line, along with your name, address, or other identifying features, and should preferably be directed to: info@werne-thiel.de

You also have the option, in connection with the use of information society services—regardless of Directive 2002/58/EC—to exercise your right to object through automated procedures that use technical specifications.

Your right to object may be restricted insofar as it is likely to make the achievement of research or statistical purposes impossible or seriously impair them, and such restriction is necessary for the fulfillment of research or statistical objectives.

8. Right to Withdraw Consent to Data Processing (Art. 13(2)(c) GDPR)

If the processing of your personal data is based on your consent, you have the right to withdraw your voluntarily and explicitly given data protection consent at any time, with effect for the future. The relevant data will then be immediately blocked or deleted in accordance with legal storage periods. The withdrawal of consent does not affect the lawfulness of the processing carried out based on your consent before the withdrawal.

You can revoke your consent informally in the same manner as you provided it. Alternatively, you may contact us by email at info@werne-thiel.de, providing your full name and email address.

9. Automated Decision-Making, Including Profiling
You have the right not to be subject to decisions based solely on automated processing — including profiling — which produce legal effects concerning you or similarly significantly affect you. This does not apply if such a decision:

(1) is necessary for the conclusion or performance of a contract between you and the data controller,
(2) is permitted by Union or Member State law to which the data controller is subject and which also provides for appropriate measures to safeguard your rights and freedoms and your legitimate interests, or
(3) is made with your explicit consent.

However, these decisions must not be based on special categories of personal data under Art. 9(1) GDPR unless Art. 9(2)(a) or (g) GDPR applies and appropriate measures are in place to protect your rights and freedoms as well as your legitimate interests.

In cases described in (1) and (3), the data controller will take appropriate measures to safeguard your rights and freedoms, including at least the right to intervene by a person, to express your point of view, and to challenge the decision.

10. Right to Lodge a Complaint with a Supervisory Authority

Without prejudice to any other administrative or judicial remedies, you have the right to lodge a complaint with a supervisory authority (Art. 77 GDPR in conjunction with § 19 BDSG-new), particularly in the Member State of your residence, place of work, or the location of the alleged infringement, if you believe that the processing of your personal data violates the GDPR. A list of supervisory authorities (for the private sector) with addresses can be found at https://www.bfdi.bund.de/DE/Infothek/Anschriften_Links/anschriften_links-node.html. The supervisory authority where the complaint is submitted will inform the complainant about the status and results of the complaint, including the possibility of judicial remedies under Art. 78 GDPR.

The competent supervisory authority is:

The State Commissioner for Data Protection and Freedom of Information Baden-Württemberg
Lautenschlagerstraße 20
70173 Stuttgart
Phone: 0711 6155410
Fax: 0711 61554115
Email: poststelle@lfdi.bwl.de
Website: https://www.baden-wuerttemberg.datenschutz.de

XII. Legal or contractual provisions regarding the provision of personal data; necessity for the conclusion of the contract; obligation of the data subject to provide personal data; potential consequences of non-provision

We inform you that the provision of personal data is partly legally required (e.g., tax regulations) or may also result from contractual arrangements (e.g., information about the contractual partner). In some cases, it may be necessary for a data subject to provide us with personal data in order for us to process it subsequently. For example, the data subject is obliged to provide us with personal data if our company enters into a contract with them.

Failure to provide the personal data would result in the inability to conclude the contract with the data subject. Before providing personal data, the data subject must contact one of our employees. Our employee will inform the data subject on a case-by-case basis whether the provision of personal data is legally or contractually required or necessary for the conclusion of the contract, whether there is an obligation to provide the data, and what the consequences of not providing the personal data would be.

XIII. Legitimate interests pursued by the data controller or a third party in the processing

If the processing of personal data is based on Article 6(1)(f) GDPR, our legitimate interest is to carry out our business activities in the best interest of the well-being of all our employees and our shareholders.

XIV. Existence of automated decision-making / profiling

As a responsible company, we refrain from automated decision-making or profiling

XV. Data Security / Security Measures

1. SSL Encryption

This website uses SSL encryption (Secure Socket Layer) to transmit data from your browser to our server and to servers that provide files embedded on our website.

SSL encrypts data during transmission. The data cannot be altered, and the sender cannot be identified. You can recognize the presence of SSL encryption by the prefix "https" before the website address you see in your browser.

2. Security Notice

We protect our website and other IT systems through appropriate technical and organizational measures against loss, destruction, unauthorized access, unauthorized alteration, or unauthorized dissemination of your data. However, complete protection against all risks is practically not possible despite all precautions.

Since complete data security cannot be guaranteed during communication via email, we recommend using postal mail for transmitting confidential information. Our security measures are continuously improved in line with technological developments.

XVI. Currency and Changes to This Privacy Policy

Due to the ongoing development of our website, the evolution of our business goals and offerings, new technologies, changes in our data processing activities, or due to legal or regulatory requirements (e.g., adjustments required by new case law), it may become necessary to update or adapt this privacy policy at any time with effect for the future. If user consent is required or if parts of the privacy policy contain contractual provisions, changes will only be made with the user's approval.

We therefore ask you to review the privacy policy each time you visit the website to check for any updates, especially if you provide personal data. You can easily recognize updates by the date provided at the end. The updated privacy policy then applies to your subsequent visits.

XVII. Accessibility of the Privacy Policy

You can access this privacy policy at any time from any page of our website under the section "Privacy Policy."

Note

Gender-Neutral Language

We strive to formulate our texts in a gender-neutral manner. For better readability, however, the masculine form is used for personal references and main nouns related to individuals. We explicitly point out that, in the spirit of equal treatment, the masculine form in the relevant sections also refers to female, male, and diverse persons. The use of corresponding terms is solely for editorial reasons and does not carry any value judgment.

As of: June 2025