

PRIVACY POLICY

Data Protection Officer

Mr. Wilk Spieker
wilk@mail.de

Preamble

Dear user of this homepage of our Phönix Holding. We are not interested in your data and try to limit the storage and transfer of your personal data to a minimum of what is really technically necessary. In the further course of the disclaimer we will inform you about your rights and also give you an understanding of the technical, organizational measures of this site. Thank you very much.

What data is processed for what purpose?

Whenever content of the website is accessed, data is temporarily stored there via so-called log files, which may allow identification. The following data is collected in this process:

- Date and time of retrieval
- IP address of the calling computer
- Hostname des zugreifenden Rechners
- Website from which the website was accessed
- Websites accessed via the website
- Visited page on our website
- Data volume transferred
- Meldung, ob der Abruf erfolgreich war
- Message whether the retrieval was successful
- Operating system

The temporary storage of the data is necessary for the course of a website visit to enable delivery of the website. Further storage of the log files takes place in order to ensure the functionality of the website and the security of the information technology systems.

On what legal basis are these data processed?

The legal basis for the temporary storage of the data is § 7 HDSG in conjunction with Art. 6 para. 1 letter f. <https://www.rv.hessenrecht.hessen.de/bshe/document/jlr-DSIFGHErahmen>

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Are there other recipients of the personal data besides the responsible party? Our website is hosted by the company STRATO:

STRATO AG

Registered office of the public limited company:

Otto-Ostrowski-Straße 7

10249 Berlin (Germany)

Phone: +49 30 300 146 0

For this purpose, STRATO receives the above-mentioned data as an order processor.

How long will the data be stored?

The data is deleted as soon as it is no longer required to achieve the purpose for which it was collected. In the case of website provision, this is the case when the respective session has ended. The log files are kept directly and exclusively accessible to administrators for up to 24 hours. After that, they are only indirectly available via the reconstruction of backup tapes and are finally deleted after four weeks.

According to the GDPR, you can assert the following rights with the controller:

- Right of access to the data processed (Art. 15)
- Right to rectification of inaccurate data or completion of incomplete data (Art. 16)
- Right to erasure of unlawfully processed data or data that is no longer needed (Art. 17)
- Right to restriction of processing (Art. 18)
- Right to object to processing based on the controller's legitimate interest (Art. 21)
- Right to data transmission (Art. 20)
- If you have consented to processing (Art. 6 para 1 lit. a or Art. 9 para 2 lit. a), you have the right to revoke the granted
- consent at any time. The revocation does not affect the lawfulness of the processing carried out until then.

If you wish to lodge a complaint, please contact our data protection officer or the data protection supervisory authority responsible for the data controller.

The Hessian Commissioner for Data Protection and Freedom of Information represented by:

Prof. Dr. Alexander Roßnagel

Gustav-Stresemann-Ring 1

65189 Wiesbaden

Phone: +49 611 1408 0

PHOENIX Armaturenwerke GmbH uses contemporary techniques to conduct the dialogue with you and to secure your data.

What measures do we take to protect your data?

We take appropriate technical and organizational security precautions in accordance with the state of the art to protect data against accidental or intentional manipulation, loss, destruction or against access by unauthorized persons.

For the dialog or contact forms offered on our website, we use SSL encryption (Secure Socket Layer

encryption) to protect your data. This SSL connection protects your data from unauthorized third-party access during transmission. If you send us data unencrypted as a normal, unsecured e-mail, there is a possibility that your data may be read or changed by unauthorized persons during transmission on the Internet.

Please check directly with the respective provider (Facebook, Twitter, TikTok, YouTube, etc.) in advance and adjust the privacy settings as best as possible. If you do not want the data exchange between you and other services, you should always log out of the respective network when you surf. You should also activate private mode in the privacy settings of your browser. Deactivating or restricting cookies in your browser settings also helps prevent others from tracking your usage behavior. If you remain logged in to a social network while accessing our pages, the provider can also assign your surfing behavior to your profile stored there as soon as you load content from this third-party provider.

Cookies use

Cookies are small text files that are temporarily stored in your browser. For technical reasons, we sometimes use cookies without being able to point this out to you in detail. Your IP address is also stored in the process.

The cookies enable you to access our site comfortably. If you do not want us to recognize you on your computer, then you can disable the storage of cookies in the browser you are using or be notified as soon as cookies are sent.

Validity of cookies

The validity of functional cookies is limited to the duration of your visit to our portal (= so-called session cookies). I.e. they are automatically deleted when you exit the browser. A link with personal data does not take place and no conclusions can be drawn about the activities of a user.

Career network LinkedIn

If you have registered via the social media platform LinkedIn, accessible via <https://linkedin.com> apply, the following information applies in addition:

We have adjusted the job posting on LinkedIn to be as data protection-friendly as possible. This means that there is no automated applicant pre-selection (cf. Art. 22 DS-GVO), nor do we use offered functionalities such as so-called LinkedIn knowledge evaluations (recruitment tests offered by LinkedIn and conducted by LinkedIn) or suitability questions (these would label applicants "suitable", "unsuitable", "maybe", depending on their response behavior).

If - contrary to our request - you have applied for our job advertisement via the "Apply" button on LinkedIn, we will transfer your data from LinkedIn and inform you immediately about the data transfer in accordance with Art. 13/14 DS-GVO. We will then delete your application from LinkedIn. In the further course, the same data protection information will apply to your application as for the "classic" application process.

Career network XING

If you have registered via the social media platform XING, which can be accessed via <https://xing.com> the following information applies in addition:

Wir haben die Stellenausschreibung bei XING maximal datenschutzfreundlich justiert. D.h. es findet weder eine automatisierte Bewerbervorauswahl statt (vgl. Art. 22 DS-GVO), noch verwenden wir angebotene Funktionalitäten wie Einstellungstests oder Eignungsfragen.

If you click the "Apply" button on XING to apply for our job ad, a contact form will open.

If you apply "classically" as requested by us with a cover letter, resume, and references by e-mail, the same data protection information will apply to your application as for the "classic" application process. In addition, we would like to refer you to XING's data protection information, which you can access

here <https://privacy.xing.com/en>.

Processing of data within the scope of videoconferences by us

In order to use "video conferencing", we need to process various types of data. The total volume of data processed in the context of video conferencing depends on the functional scope of the video conferencing system provided by the video conferencing service provider, which data information the respective user provides before, during and after participating in a "video conference".

The following personal data may in principle be the subject of processing for the purpose of conducting a video conference: Information about the user himself: e.g. display name ("Display name"), online status (optional), status messages, profile picture (optional), e-mail address if applicable, preferred language. Meeting metadata: e.g. date, time, duration, meeting ID, phone number if applicable and the location.

Text, audio, video and other multimedia data: For the display of video signals as well as the playback of audio signals and multimedia files, data from the microphone, a webcam/video camera or a screen display of your terminal device (using the screen/content sharing function) is processed during the meeting. The latter is necessary, for example, if you have to give a screen presentation. Data transmission from the camera and microphone can be switched on and off independently at any time and by any user. The screen/content sharing function must be actively activated by the user and can also be deactivated at any time.

In a video conference, you also have the option of using the chat function of the video conference platform in parallel. In this respect, the text entries you make, the sharing of links or content, social interactions (such as emoticons, pictograms, like buttons for comments or the sending of so-called GIFs) are recorded: Emoticons, pictograms, like buttons for comments or the sending of so-called GIFs - Graphics Interchange Format) are processed in order to display them to the participants in "video conferences".

These keystrokes (henceforth: "chats") are stored in order to be able to send valuable information such as URLs to helpful documents, activity reports of the supervisory authorities, service providers etc. to all participants by e-mail after the event. After the information has been sent, these chat protocols are deleted.

If we use the video conferencing software "Microsoft Teams", please also note the following information:

Note: When you access the "Microsoft Teams" website, "Microsoft" is responsible for data processing. The call of this website (<https://teams.microsoft.com/>) is only required for downloading the necessary software if use is not/can not be made directly and without a download via an Internet browser.

A quick start guide for new users of "MS Teams" can be found at the following link: Microsoft Teams Video Training - Office Support . Microsoft provides a comprehensive video tutorial at the following link: <https://cloudblogs.microsoft.com/industry-blog/de-de/uncategorized/2020/05/14/microsoft-teams-video-tutorials-nutzliche-tipps-und-tricks/>.

We recommend that you familiarise yourself with the software in good time before an upcoming video conference in order to minimise technical delays in the sessions.

„Microsoft Teams“ is a service of Microsoft Corporation:

Microsoft Corporation

One Microsoft Way

Redmond, WA 98052-6399

USA

(<https://teams.microsoft.com/>)

The use of MS-Teams is generally subject to the use and data protection provisions of "Microsoft", over which we ourselves have no influence. In order to use MS Teams, you must accept the terms of use and

data protection provisions of "Microsoft", otherwise you will not be able to use MS Teams. Data protection regulations:

<https://www.microsoft.com/en-us/microsoft-365/microsoft-teams/download-app> sowie <https://privacy.microsoft.com/de-de/privacystatement>

Terms of use: <https://www.microsoft.com/en/servicesagreement/>

Other recipients: Microsoft Corporation as the provider of MS-Teams receives knowledge of the above-mentioned data insofar as this is provided for in the context of our order processing agreement with MS-Teams. Via the order processing agreement concluded with MS-Teams, based on EU standard contractual clauses, we oblige Microsoft to comply with the legal requirements of the applicable data protection law. A currently valid version can be viewed at the following link:

<https://www.microsoftvolumelicensing.com/Downloader.aspx?DocumentId=18030>.

Data processing outside the European Union

We have limited our storage location to data centres in the European Union, so data processing does not take place outside the European Union (EU). However, we cannot technically completely rule out routing or storage on servers outside the European Union at the processor Microsoft. A secure level of data protection is guaranteed by the conclusion of supplemented EU standard data protection clauses and technical-organisational measures. Among other things, data is encrypted during transport via the Internet and generally protected from disclosure to third parties. With respect to personal data stored by Microsoft in the United States and Europe that may be subject to government requests for information from authorities in the United States, Microsoft warrants in a statement dated 20 July 2020 that such orders will be challenged in court that would permit access to personal data. In addition, as part of a legal settlement, Microsoft has acquired the right to disclose transparent reports on the number of U.S. national security orders issued to Microsoft, and new policies have been implemented within the U.S. government that have limited the use of confidentiality orders.

(Vgl. <https://news.microsoft.com/de-de/stellungnahme-zum-urteil-des-eugh-was-wir-unseren-kunden-zum-grenzueberschreitenden-datentransfer-bestaetigen-koennen>).

The level of data protection is considered sufficient when measured against the expected content of the videoconferences, which usually do not contain any personal data apart from the names of the persons participating in the videoconference.

Further information on data protection by Microsoft Corporation and at MS Teams Please refer to Microsoft's data protection notice at <https://privacy.microsoft.com/en/privacystatement> there under the section "Online services for businesses"; and: <https://www.microsoft.com/en/trust-center/privacy/customer-data-definitions> in conjunction with the Microsoft DPA, available at: <https://www.microsoftvolumelicensing.com/Downloader.aspx?DocumentId=18030>.