

DATA PROTECTION DECLARATION

Fuchs Company group
Short called „Fuchs“

Fuchs Metalltechnik GmbH

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Firmenbuchnr.: FN 87221t Handelsgericht: St. Pölten | Waidhofen/Ybbs UID-Nr.: ATU 17325008 DVR-Nr.: 0514161

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1 Scope

This guideline is binding for all affiliated companies of the Fuchs Company group. These are the following companies at the time:

- Fuchs Holding GmbH FN 275731m
- Fuchs Metalltechnik GmbH FN 87221t
- Blackspain GmbH FN 424732g

Other companies may be included in this policy via an additional side letter.

2 Purpose of data processing

Fuchs processes personal data of employees, partners, customers and suppliers for the purpose of performing business activities and fulfilling the associated legal and contractual requirements.

2.1 Processing customer data

Fuchs stores and processes the personal data provided by interested parties and customers for the preparation of offers and the processing of assignments as well as the fulfillment of the associated contractual and legal obligations. To fulfill legal obligations, the data is also forwarded to public authorities and authorities.

2.2 Applicants

The contact data and application documents submitted in the course of an application are processed electronically or analogously on paper by us for the purpose of selecting suitable candidates for an employment relationship.

In the case of rejection, the application documents will only be kept if you give your consent.

2.3 Website & Cookies

2.3.1 IP-Address

When you visit our website, information is automatically saved to the web server. This includes the browser used, the operating system used, the page which have brought you to our website, the IP address, the time and date of access, and other information. From Fuchs's point of view, these data are pseudonymized and cannot be assigned to any unique persons without further data sources.

This data will not be evaluated or passed on to third parties as long as there is no illegal use of the website.

2.3.2 Google-Analytics

This website uses Google Analytics, a web analytics service provided by Google Inc. ("Google"). Google Analytics uses so-called "cookies", text files that are stored on your computer and that allow an analysis of the use of the website by you. The information generated by the cookie about your use of this website is usually transmitted to a Google server in the USA and stored there.

The use of Google Analytics takes place on this website under anonymization of the IP address. This means that your IP address will be truncated and thereby anonymized. This reduction and anonymization shall take place within the Member States of the European Union or in other Contracting States to the Agreement on the European Economic Area. Only in exceptional cases will the full IP address be sent to a Google server in the US and shortened there. On behalf of the operator of this website, Google will use this information to evaluate your use of the website, to compile reports on website activity and to provide other services related to website activity and internet usage to the website operator.

The IP address provided by Google Analytics as part of Google Analytics will not be merged with other Google data. You can prevent the storage of cookies by a corresponding setting of your browser software; however, please note that if you do this, you may not be able to use all the features of this website to the fullest extent possible. In addition, you may prevent the collection by Google of the data generated by the cookie and related to your use of the website (including your IP address) as well as the processing of this data by Google by downloading the browser plug-in available under the following link and install: <http://tools.google.com/dlpage/gaoptout?hl=en> .

2.3.3 Google Remarketing

We also use the Google Remarketing feature. This allows us to show you personalized ads based on your behavior on our site in ad spaces on other sites. If you have given your consent, Google will link your browser history from different devices to your Google Account for this purpose. In this way, the same personalized advertising messages can be displayed on any device you sign in to with your Google Account. Google uses cookies to support this feature. Furthermore, Google Analytics generates user IDs that are temporarily linked to our Google Analytics data in order to define and create target groups for cross-device

You can permanently opt out of cross-device remarketing/targeting by deactivating personalized advertising here in your Google Account: <https://www.google.com/settings/ads/onweb/>

For more information, see Google's privacy statement: <https://policies.google.com/technologies/ads> . You can also opt out of such interest-based advertising by installing the browser plug-ins listed above.

2.3.4 Social Media Plugins

Our website uses plugins for social media. These plugins are only activated by clicking of the visitor on the website. By clicking these buttons there will be no personalized data collected or forwarded.

2.4 Newsletter

Fuchs is currently not sending any newsletters and will not continue to do so in the future without your prior voluntary and revocable registration.

3 Principles of processing personal data

The processing of personal data is based on strict principles that regard the protection and security of the data and the rights of the persons concerned as the highest assets.

3.1 Legality & Transparency

Data processing is lawful, in good faith. The data subject will be informed when collecting data on the planned processing and handling of the data. Thus, affected persons are at least informed about the following points:

- Person responsible for data processing
- Purpose of the data processing
- Legal basis of processing

3.2 Purpose

The data is collected and processed for specified, explicit and legitimate purposes. The processing of the data does not take place in a manner incompatible with these purposes.

3.3 Data minimization

Only those data are collected and processed which are necessary for the stated purposes. If it is possible to achieve the purpose and the effort is reasonable, only anonymous data will be processed.

3.4 Duration of storage

Personal data is deleted as soon as the purpose for which it was originally collected expires and legal retention periods do not prevent deletion. If, in individual cases, there are legitimate interests in these data, they will continue to be stored until the interest worthy of protection has been legally clarified.

3.5 Data security

Personal data is subject to data security. The data are to be handled confidentially and are protected by appropriate organizational and technical measures against unauthorized access, unlawful manipulation or disclosure as well as loss and destruction.

3.6 Data correctness

Personal data is correct, complete and up-to-date. Appropriate measures are taken to correct outdated, incorrect or incomplete data.

4 Commitment to data secrecy

All employees of the Fuchs Group are contractually bound to secrecy and are regularly advised and trained on the safe handling of personal and other critical.

5 Data security

Protecting the confidentiality, availability and integrity of data is an essential task of Fuchs. This applies equally to trade secrets, customer data, personal data and other critical information.

For this purpose, technical and organizational safety measures according to the state of the art and internationally recognized best practices as well as safety standards are established and constantly.

6 Data Protection Officer

Fuchs is not in the need to designate a data protection officer, as the Article 37, paragraph 1 of the EU GDPR is not applicable.

Due to the high value of data protection within the Fuchs Group, a central contact point has been created internally. This is available to affected persons for inquiries, information, etc..

You can reach this central contact point at the following e-mail address:

dataprotection@fuchs-metall.at

Fuchs Metalltechnik GmbH

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7 Rights of the data subject

Each data subject, whose personal data is processed by Fuchs, can plead on their rights and assert them at the central contact point of Fuchs by writing an email to dataprotection@fuchs-metall.at.

7.1 Information

Each data subject may at any time request information about which personal data is processed about them and which purposes this processing serves.

7.2 Rectification

The data subject shall have the right to obtain from the controller without undue delay the rectification of inaccurate personal data concerning him or her.

7.3 Restriction

The data subject shall have the right to restriction of processing if the accuracy of the data concerning them is contested, the processing is unlawful, the data are no longer needed for processing or the data subject has objected to the processing.

7.4 Object

The data subject shall have the right to object at any time to the processing of personal data concerning them.

7.5 Portability

The data subject shall have the right to receive the personal data that they have provided to Fuchs in a structured, commonly used and machine-readable format. The data subject also shall have the right to request the transfer of this data to another party, if technically feasible.

The transferability applies only to personal data that is processed using automated procedures.

7.6 Erasure – Right to be forgotten

The data subject has the right to demand immediate erasure of the personal data concerning him or her if the legal basis for the processing of the data is missing or omitted, the data processing is objected, the data processing is unlawful and no legal retention periods make deletion impossible.

Data security also has a high priority in terms of the rights of the data subjects, which is why the enforcement of data subject rights is only possible after a clear identification of the data subject.

You also have the right to complain to the data protection authority at any time.

8 Data transmission

The transfer of personal data to recipients outside the Fuchs Company group and recipients in EU third countries only takes place in accordance with applicable laws and on a legal basis in compliance with highest confidentiality and data security. Fuchs uses various contract processors for processing. All contract processors are contractually bound by a data processing agreement to comply with the legally applicable data protection regulations.

9 Continuous monitoring and improvement

The continuous improvement of quality and processes has a very high priority at Fuchs. Compliance with data protection policies, applicable legislation and the effectiveness of data protection and data protection measures is constantly being measured and improved to ensure the best possible data protection practices.