

We are very pleased about your interest in our company. Data privacy has a particularly high priority for the management of **Wilhelm Bahmüller Maschinenbau Präzisionswerkzeuge GmbH (in the following only: BAHMUELLER)**. In principle, it is possible to use BAHMUELLER's internet pages without any indication of personal data. However, if a data subject wishes to make use of special services of our company via our website, it might become necessary to process personal data. If the processing of personal data is necessary and there is no legal basis for such processing, we generally obtain the consent of the data subject.

The processing of personal data, such as name, address, e-mail address or telephone number of the person concerned, is always carried out in accordance with the Basic Data Protection Regulation and in compliance with the country-specific data protection provisions applicable to BAHMUELLER. By means of this data protection declaration, our company would like to inform the public about type, scope and purpose of the personal data collected, used and processed by us. Furthermore, this data protection declaration informs the persons concerned about their rights.

BAHMUELLER, as data controller, has implemented numerous technical and organizational measures to ensure the most complete protection of the personal data processed via this website. Nevertheless, Internet-based data transmissions may generally have security gaps, so that absolute protection cannot be guaranteed. For this reason, every person concerned is free to transmit personal data to us by alternative means, e.g. by telephone.

1. Definitions

BAHMUELLER's data protection declaration is based on the terms used by the European legislator for directives and regulations when the Basic Data Protection Regulation (DS-GVO) was issued. Our data privacy statement should be easy to read and understand both for the public and for our customers and business partners. To ensure this, we would like to explain the terms used in advance.

We use the following terms, among others, in this data privacy statement

a) Personal data

Personal data is any information relating to an identified or identifiable natural person (hereinafter 'data subject'). An identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

b) Data subject

Data subject means any identified or identifiable natural person whose personal data are processed by the controller.

c) Processing

Processing is any operation or set of operations, whether or not performed by automated means, concerning personal data, such as collection, recording, organisation, filing, storage, adaptation or alteration, selection, retrieval, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction.

d) Restriction of processing

Restriction of processing is the marking of stored personal data with the aim of limiting their future processing.

e) Profiling

Profiling is any automated processing of personal data consisting of the use of personal data to evaluate certain personal aspects relating to a natural person, in particular to analyse or predict aspects relating to the job performance, economic situation, health, personal preferences, interests, reliability, behaviour, place of residence or movement of that natural person

f) Pseudonymisation

Pseudonymisation is the processing of personal data in a way that the personal data can no longer be attributed to a specific person concerned without the use of additional information, as far as this additional information is kept separately and is subject to technical and organizational measures which ensure that the personal data is not attributed to an identified or identifiable natural person.

g) Responsible person or person responsible for processing (controller)

The responsible person or controller is the natural or legal person, public authority, agency or any other body which alone or jointly with others determines the purposes and means of the processing of personal data. If the purposes and means of such processing are specified by Union law or by the law of the Member States, the controller or the specific criteria for his or her designation may be laid down by Union law or by the law of that Member State.

h) Order Processor

Processor is a natural or legal person, public authority, agency or other body which processes personal data on behalf of the responsible person.

i) Recipient

The recipient is a natural or legal person, public authority, agency or other body to whom personal data are disclosed, whether or not it is a third party. However, authorities which may receive personal data in the context of a specific investigation mandate under Union or national law shall not be considered as recipients.

j) Third Party

Third party is a natural or legal person, public authority, agency or any other body except the person concerned, the responsible person, the order processor and the persons authorized to process personal data under the direct responsibility of the responsible person or order processor.

k) Consent

Consent shall mean any freely given, informed and unequivocal expression of the data subject's will in a specific case, in the form of a statement or any other unequivocal affirmative act by which the data subject signifies his or her consent to the processing of personal data relating to him or her.

2. Name and address of the controller

The controller according to the General Data Protection Regulation, other data protection laws applicable in the member states of the European Union and other regulations of a data protection nature is:

Wilhelm Bahmüller Maschinenbau Präzisionswerkzeuge GmbH

Wilhelm-Bahmüller-Str. 34

73655 Plüderhausen

Phone +49-(0)7181-809-0

Fax +49-(0)7181-809-234

E-Mail: info@BAHMUELLER.de

3. Name and address of the data privacy officer

The Data Privacy Officer of the controller is:

DIOMIKO UG (haftungsbeschr.)

Sascha Dionisius

Frankenbacher Straße 32

74336 Brackenheim

Germany

Info@diomiko.com

Fon: +49 (0)151-50590736

Any data subject can contact our Data Privacy Officer directly regarding any questions and recommendations concerning data privacy at any time.

4. Cookies

The **BAHMÜLLER** website uses Cookies. Cookies are text files that a web browser stores and saves on a computer system.

Many websites and servers use cookies. Many cookies contain a so-called cookie-ID. The cookie-ID is a unique identifier of the cookie. It consists of a character string by which websites and servers can be assigned to the specific Internet browser in which the cookie was stored. This enables the websites and servers visited to distinguish the individual internet browser of a data subject from other internet browsers that contain other cookies.

By using cookies, BAHMÜLLER can provide the users of the website with more user-friendly services, which would not be possible without the setting of cookies.

By means of a cookie, the information and offers on our website can be optimized in the interest of the user. As already mentioned, cookies enable us to recognize the users of our website. The purpose of this recognition is to make it easier for users to use our website. For example, the user of a website that uses cookies does not have to re-enter his or her access data each time he or she visits the website, as this is done by the website and the cookie stored on the user's computer system. Another example is the cookie of a shopping cart in the online shop. The online shop uses a cookie to remember the articles that a customer has placed in the virtual shopping cart.

The data subject can prevent the setting of cookies by our website at any time by means of a corresponding setting in the Internet browser used and thus permanently object to the setting of cookies. Furthermore, cookies that have already been set can be deleted at any time via an Internet browser or other software programs. This is possible in all common internet browsers. If the data subject deactivates the setting of cookies in the Internet browser used, it is possible that not all functions of our website can be fully used.

5. Collection of general data and information

BAHMUELLER's website collects a number of general data and information each time the website is accessed by a person concerned or an automated system. These general data and information are stored in the log files of the server. The (1) browser types and versions used, (2) the operating system used by the accessing system, (3) the website from which an accessing system accesses our website (so-called referers), (4) the sub-websites which are accessed via an accessing system on our website, (5) the date and time of an access to the website, (6) an Internet Protocol address (IP address), (7) the Internet service provider of the accessing system and (8) other similar data and information which serve to avert danger in the event of attacks on our information technology systems can be collected.

When using these general data and information BAHMUELLER does not draw any conclusions about the affected person. This information is rather required to (1) deliver the contents of our website correctly, (2) optimize the contents of our website as well as the advertising for it, (3) ensure the permanent operability of our information technology systems and the technology of our website, and (4) to provide law enforcement authorities with the information necessary for prosecution in case of a cyber attack. These anonymously collected data and information are therefore statistically evaluated by BAHMUELLER on the one hand and, on the other hand, with the aim of increasing data protection and data security in our company in order to ultimately ensure an optimal level of protection for the personal data processed by us. The anonymous data of the server log files are stored separately from all personal data provided by a person concerned.

6. Possibility of contact via the website

Due to legal regulations, BAHMUELLER's website contains information which enables a quick electronic contact to our company as well as a direct communication with us, which also includes a general address of the so-called electronic mail (e-mail address). If a data subject contacts the data controller by e-mail or via a contact form, the personal data transmitted by the data subject is automatically stored. Such personal data transmitted by the data subject to the controller on a voluntary basis are stored for the purposes of processing or for contacting the data subject. Such personal data shall not be disclosed to third parties.

7. Routine delete and blocking of personal data

The controller shall process and store personal data relating to the data subject only for the time necessary to achieve the purpose of storage or as far as this is intended by the European Directives and Regulations or by any other law or regulation to which the controller is subject.

If the purpose of storage ceases to apply or if a storage period prescribed by the European Directives and Regulations or any other competent legislator expires, the personal data obtained will be blocked or deleted as a matter of routine and in accordance with the statutory provisions.

8. Rights of the data subjects

a) Right to confirmation

Every data subject has the right, granted by the European Directives and Regulations, to obtain a confirmation from the data controller if personal data relating to him or her are being processed. If a data subject wishes to exercise this right of confirmation, he or she may at any time contact our data protection officer or any other employee of the data controller.

b) Right to information

Any person affected by the processing of personal data has the right, granted by the European Directive and Regulation, to obtain at any time and free of charge from the controller information on the personal data stored in relation to him/her and a copy thereof. The European Data Protection Supervisor has also granted the data subject access to the following information:

- the processing purposes
- the categories of personal data processed
- the recipients or categories of recipients to whom the personal data have been or will be disclosed, in particular to recipients in third countries or international organisations
- if possible, the planned duration for which the personal data will be stored or, if this is not possible, the criteria for determining this duration
- the existence of a right of rectification or erasure of personal data relating to him or her, or of a restriction on processing by the controller or a right to object to such processing
- the existence of a right of appeal to a supervisory authority
- if the personal data are not collected from the data subject: All available information on the origin of the data

- the existence of automated decision-making, including profiling in accordance with Article 22 (1) and (4) of the DPA and - at least in these cases - meaningful information on the logic involved and the scope and intended effects of such processing on the data subject

The data subject shall also have the right to obtain information as to whether personal data have been transferred to a third country or to an international organization. If this is the case, the data subject shall also have the right to obtain information on the appropriate safeguards relating to the transfer.

If a data subject wishes to exercise this right of access, he or she may at any time contact our Data Protection Officer or any other member of the staff of the controller.

c) Right to correction

Any person affected by the processing of personal data has the right, granted by the European legislator, to request the rectification without delay of inaccurate personal data concerning him. The data subject shall also have the right to obtain the completion of incomplete personal data, including by means of a supplementary declaration, having regard to the purposes of the processing.

If a data subject wishes to exercise this right of rectification, he or she may at any time contact our data protection officer or another employee of the data controller.

d) Right of cancellation (right to be forgotten)

Any person concerned by the processing of personal data has the right, granted by the European Directives and Regulations, to obtain from the data controller the immediate deletion of personal data relating to him/her, where one of the following grounds applies and where the processing is not necessary:

- The personal data has been collected or otherwise processed for purposes for which it is no longer necessary.
- The data subject withdraws the consent on which the processing was based pursuant to Article 6(1)(a) of the DPA or Article 9(2)(a) of the DPA and there is no other legal basis for the processing.
- The data subject appeals against the processing pursuant to Article 21 (1) DS-BER, and there are no overriding legitimate reasons for the processing, or the data subject appeals against the processing pursuant to Article 21 (2) DS-BER.
- The personal data were processed unlawfully.
- The deletion of the personal data is necessary to comply with a legal obligation under Union law or the law of the Member States to which the controller is subject.
- The personal data were collected in relation to information society services offered, in accordance with Article 8(1) of the DS-GVO.

If one of the above mentioned reasons applies and a person concerned wishes to have personal data stored at BAHMUELLER deleted, he can contact our Data Privacy Officer or another member of the staff of the person responsible for processing at any time. BAHMUELLER's Data Privacy Officer or another employee will arrange for the deletion request to be complied with immediately.

If BAHMUELLER's personal data has been made public and our company as the responsible party is obliged to delete the personal data in accordance with Art. 17 Para. 1 of the DS-GVO, BAHMUELLER shall take appropriate measures, including technical measures, taking into account the available technology and the implementation costs, to inform other persons responsible for data processing who process the published personal data that the data subject has requested these other persons responsible for data processing to delete all links to these personal data or copies or replications of these personal data, unless the processing is necessary. BAHMUELLER's data protection officer or another employee will arrange for the necessary action to be taken in individual cases.

e) Right to restrict processing

Any person concerned by the processing of personal data has the right, granted by the European Directives and Regulations, to obtain from the controller the restriction of processing if one of the following conditions is met:

- the accuracy of the personal data is contested by the data subject, namely for a period of time that enables the controller to verify the accuracy of the personal data
- The processing is unlawful, the data subject refuses to have the personal data deleted and instead of this requires to restrict the use of the personal data.
- The controller no longer needs the personal data for the purposes of the processing, but the data subject needs them in order to assert, exercise or defend legal claims.
- The data subject has appealed against the processing pursuant to Article 21 (1) of the DPA and it is not yet clear whether the legitimate reasons of the controller outweigh those of the data subject.

If one of the above-mentioned conditions is met and a data subject requires the restriction of personal data stored at BAHMUELLER, he/she may contact our Data Privacy Officer or another employee of the data controller at any time. BAHMUELLER's Data Privacy Officer or another employee will arrange for the restriction of the processing.

f) Right to data portability

Any person concerned by the processing of personal data has the right, granted by the European Directives and Regulations, to receive the personal data concerning him/her which have been made available to a controller by the data subject in a structured, common and machine-readable format. He or she also has the right to have this data communicated to another controller without hindrance by the controller to whom the personal data has been made available, provided that the processing is based on the consent pursuant to Article 6 paragraph 1 letter a DPA or Article 9 paragraph 2 letter a DPA or on a contract pursuant to Article 6 paragraph 1 letter b DPA and that the processing is carried out by means of automated procedures, unless the processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller.

Furthermore, when exercising their right to data transfer pursuant to Art. 20 Para. 1 DPA, the data subject has the right to request that personal data be transferred directly from one controller to another controller, insofar as this is technically feasible and provided that this does not adversely affect the rights and freedoms of other persons.

In order to assert the right to data transfer, the person concerned can contact the Data Privacy Officer appointed by BAHMUELLER or another employee at any time.

g) Right of objection

Every person concerned by the processing of personal data has the right, granted by the European legislator, to object to the processing of personal data concerning him or her carried out pursuant to Article 6(1)(e) or (f) of the DPA, for reasons arising from his or her particular situation, at any time. This also applies to profiling based on these provisions. In case of an objection, BAHMUELLER shall no longer process the personal data unless we can prove compelling reasons for processing which are worthy of protection and which outweigh the interests, rights and freedoms of the person concerned, or the processing serves to assert, exercise or defend legal claims.

If Bahmueller processes personal data for the purpose of direct advertising, the data subject shall have the right to object to the processing of personal data for the purpose of such advertising at any time. This also applies to profiling, insofar as it is linked with such direct marketing. If the data subject objects to BAHMUELLER processing for the purposes of direct advertising, BAHMUELLER will no longer process the personal data for these purposes.

In addition, the data subject has the right to object, for reasons arising from his or her particular situation, to the processing of personal data concerning him or her carried out at BAHMUELLER for the purposes of scientific or historical research or for statistical purposes in accordance with Article 89 paragraph 1 of the DS-GVO, unless such processing is necessary for the performance of a task carried out in the public interest.

In order to exercise the right of objection, the data subject may contact BAHMUELLER's Data Privacy Officer or another employee directly. The data subject is also free to exercise his right of objection by means of automated procedures involving technical specifications in connection with the use of information society services, notwithstanding Directive 2002/58/EC.

h) Automated decisions in individual cases including profiling

Every person concerned by the processing of personal data has the right, granted by the European legislator, not to be subject to a decision based exclusively on automated processing, including profiling, which produces legal effects concerning him/her or significantly affects him/her in a similar way, as far as that decision (1) is not necessary for the conclusion or performance of a contract between the data subject and the controller, or (2) is authorized by Union or national legislation to which the controller is subject and such legislation provides for adequate measures to safeguard the rights and freedoms and legitimate interests of the data subject, or (3) is made with the explicit consent of the data subject.

If the decision (1) is necessary for the conclusion or performance of a contract between the data subject and the responsible person or (2) is made with the express consent of the data subject, BAHMUELLER shall take reasonable measures to safeguard the rights and freedoms as well as the legitimate interests of the data subject, including at least the right to obtain the intervention of a person on the part of the responsible person, to present his or her point of view and to challenge the decision.

If the data subject wishes to exercise rights relating to automated decisions, he or she may contact our Data Privacy Officer or any other employee of the controller.

i) Right of revocation of a data protection consent

Every person concerned by the processing of personal data has the right, granted by the European Directive and Regulation Giver, to revoke his or her consent to the processing of personal data at any time.

If the data subject wishes to exercise his or her right to revoke consent, he or she may at any time contact our Data Privacy Officer or any other employee of the controller.

9. Data protection for applications and the application process

The controller collects and processes the personal data of applicants for the purpose of processing the application procedure. The processing may also be carried out electronically. This is particularly the case if an applicant submits the relevant application documents to the controller electronically, for example by e-mail or via a web form on the Internet. If the data controller concludes an employment contract with an applicant, the transmitted data is stored for the purpose of processing the employment relationship in accordance with the statutory provisions. If the controller does not conclude an employment contract with the

applicant, the application documents are deleted six months after the rejection decision is announced, provided that no other legitimate interests of the controller conflict with deletion. Other legitimate interests in this sense include, for example, a duty of proof in proceedings under the general equality law (AGG).

As part of our duty to inform in accordance with Art. 14 GDPR, we would like to inform you that we may validate your personal data via an internet query. The purpose of the collection, processing and retrieval of personal data extends to the application process. The recipient for the collection of personal data is the HR department of BAHMÜLLER. (Responsible contact person: Yvonne Rietz CFO/CLO/CHRO).

Personal data will be automatically deleted after a period of 6 months following completion of the application process, or stored in the personnel files if an employment relationship is established. Any queries regarding the scope, processing or the exercise of information, as well as other legal claims relevant to data protection, should be addressed to the Data Protection Officer, Sascha Dionisius (DIOMIKO UG, info@diomiko.com) or the HR department of BAHMÜLLER.

10. Privacy policy on the use of YouTube

The data controller has integrated YouTube components into this website. YouTube is an Internet video portal that allows video publishers to post video clips for free and other users to view, rate and comment on them, also free of charge. YouTube allows the publication of all types of videos, so that complete film and television programs, as well as music videos, trailers or videos created by users themselves can be accessed via the Internet portal.

The YouTube operating company is YouTube, LLC, 901 Cherry Ave., San Bruno, CA 94066, USA. YouTube, LLC is a subsidiary of Google Inc, 1600 Amphitheatre Pkwy, Mountain View, CA 94043-1351, USA.

Thru each access to one of the individual pages of this website, which is operated by the person responsible for processing and on which a YouTube component (YouTube video) has been integrated, the Internet browser on the information technology system of the data subject is automatically prompted by the respective YouTube component to download a display of the corresponding YouTube component from YouTube. Further information on YouTube can be found at <https://www.youtube.com/yt/about/de/>. As part of this technical process, YouTube and Google are informed which specific subpage of our website is visited by the data subject.

If the person concerned is logged on to YouTube at the same time, YouTube recognizes which specific page of our website the person concerned is visiting by calling up a subpage containing a YouTube video. This information is collected by YouTube and Google and assigned to the respective YouTube account of the person concerned.

YouTube and Google always receive information through the YouTube component that the data subject has visited our website whenever the data subject is logged on to YouTube at the same time; this happens regardless of whether the data subject clicks on a YouTube video or not. If the data subject does not wish this information to be transmitted to YouTube and Google, he or she can prevent the transmission by logging out of his or her YouTube account before accessing our website.

The privacy policy published by YouTube, which is available at <https://www.google.de/intl/de/policies/privacy>, provides information about the collection, processing and use of personal data by YouTube and Google.

11. Legal basis of processing

Art. 6 I lit. a DS-GVO serves our company as a legal basis for processing operations for which we obtain consent for a specific processing purpose. If the processing of personal data is necessary for the performance of a contract to which the data subject is a party, as it is the case, for example, with processing operations necessary for the supply of goods or the provision of other services or return service, the processing is based on Art. 6 I lit. b DS-GVO. The same applies to processing operations which are necessary to carry out pre-contractual measures, for example in cases of enquiries about our products or services. If our company is subject to a legal obligation which makes the processing of personal data necessary, for example to fulfil tax obligations, the processing is based on Art. 6 I lit. c DS-GVO. In rare cases, the processing of personal data may be necessary to protect the all-important interests of the data subject or another natural person. This would be the case, for example, if a visitor to our company was injured and his or her name, age, health insurance details or other all-important information has to be forwarded to a doctor, hospital or other third party. In this case the processing would be based on Art. 6 I lit. d DS-GVO. Finally, processing operations could be based on Art. 6 I lit. f DS-GVO. Processing operations which are not covered by any of the aforementioned legal bases are based on this legal basis if the processing is necessary to safeguard a legitimate interest of our company or of a third party, provided that the interests, fundamental rights and freedoms of the data subject do not prevail. Such processing operations are authorized in particular because they have been specifically mentioned by the European legislator. In this respect, it took the view that a legitimate interest could be assumed if the data subject is a customer of the controller (Recital 47 sentence 2 DS-GVO).

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

If the processing of personal data is based on Article 6 I lit. f DS-GVO, our legitimate interest is to carry out our business activities for the benefit of the well-being of all our employees and our shareholders.

13. The duration for which the personal data are stored

The criteria for the duration of storage of personal data is the respective legal retention period. After expiry of the period, the corresponding data is routinely deleted if it is no longer required for the fulfilment or initiation of a contract.

14. Google - Legal or contractual requirements for the provision of the data; requirements for the conclusion of the contract; the obligation of the person concerned to provide the personal data; the possible consequences of not providing it

We would like to inform you that the provision of personal data is partly required by law (e.g. tax regulations) or may result from contractual regulations (e.g. information on the contractual partner). Sometimes it may be necessary for the conclusion of a contract that the data subject provides us with personal data, which must subsequently be processed by us. For example, the data subject is obliged to provide us with personal data if our company concludes a contract with him/her. Failure to provide the personal data would mean that the contract with the data subject could not be concluded. Before the person concerned makes personal data available, he or she must contact our data privacy officer. Our data privacy officer will inform the person concerned on a case-by-case basis if the provision of personal data is required by law or contract or necessary for the conclusion of the contract or if there is an obligation to provide the personal data and what the consequences would be if the personal data were not provided.

Sascha Dionisius