Data protection policy (website) of KNIPEX-Werk C. Gustav Putsch KG in accordance with the requirements of the GDPR

Name and address of the controller

The controller within the meaning of the General Data Protection Regulation and other national data protection laws of the Member States as well as other data protection provisions is as follows:

KNIPEX-Werk C. Gustav Putsch KG 42337 Wuppertal Oberkamper Str. 13 42349 Wuppertal

Tel.: 02 02 / 47 94 - 0 Fax: 02 02 / 47 50 58 E-Mail: info@knipex.de Web: www.knipex.de

II. Name and address of the data protection officer

The data protection officer of the controller is as follows:

Arndt Halbach GINDAT GmbH Wetterauer Str. 6 42897 Remscheid Tel.: (02191) 909 430

Fax: (02191) 909 50 430 E-Mail: info@gindat.de

III. General remarks on data processing

1. Scope of processing personal data

We process the personal data of our users in principle only to the extent necessary to provide a fully functioning website and our content and services. The personal data of our users is processed regularly only after having obtained their consent. An exception to this is cases in which it is not possible to obtain consent for real reasons beforehand and a processing of the data is permitted by law.

2. Legal foundation for processing of personal data

Where we obtain consent of the data subject for the processing of personal data, Art. 6 (1) lit. a of the General Data Protection Regulation (GDPR) serves as the legal foundation.

Art. 6 Abs. 1 lit. b GDPR serves as the legal foundation for the processing of personal data which is necessary for the performance of a contract to which the data subject is party. This also applies to processing which is necessary prior to entering into a contract.

Where the processing of personal data is necessary for compliance with a legal obligation to which our company is subject, Art. 6 (1) lit. c GDPR serves as legal foundation.

Where the vital interests of the data subject or of another natural person render the processing of personal data necessary, Art. 6 (1) lit. d GDPR serves as legal foundation.

If processing is necessary to safeguard a legitimate interest of our company or of a third party and if the interests, fundamental rights and freedoms of the data subject do not override the first mentioned interest, Art. 6 (1) lit. f GDPR serves as legal foundation for the processing.

3. Data erasure and period of storage

The personal data of the data subject are erased or blocked as soon as the purpose for storage no longer exists. The personal data may also be stored if this has been provided for by European or national legislators in regulations under Union law, acts or other provisions to which the controller is subject. Data are also blocked or erased if one of the storage periods prescribed in the above mentioned laws expires unless it is necessary to continue to store the data for a contractual arrangement or performance of contract.

IV. Provision of the website and creation of logfiles

1. Description and scope of data processing

Every time our website is visited our system automatically collects data and information from the computer system of the requesting computer.

The following data are collected here:

- Information on the browser type and the version used
- The user's operating system
- The user's internet service provider
- The user's IP address
- Date and time of the access
- Websites from which the user's system reaches our website
- Websites which are requested by the user's system via our website

The data are similarly stored in the logfiles of our system. These data are not stored together with other personal data of the user.

2. Legal foundation for data processing

The legal foundation for the temporary storage of data and logfiles is provided by Art. 6 (1) lit. f GDPR.

3. Purpose of data processing

The temporary storage of the IP address by the system is necessary to facilitate a delivery of the website to the user's computer. For this purpose, the user's IP address must be stored for the duration of the session.

The storage in logfiles is done to ensure the functioning of the website. In addition, the data serve to optimise the website and ensure the security of our technical information systems. An analysis of the data for marketing purposes does not take place in this context.

These purposes also justify our legitimate interest in data processing in accordance with Art. 6 (1) lit. f GDPR.

4. Period of storage

The data are erased as soon as they are no longer necessary to achieve the purpose of their collection. Where data are collected for provision of the website, this will be the case when the respective session has ended.

Where the data are stored in logfiles, this will be the case after seven days at the latest. Any storage beyond this is possible, in which case the user's IP addresses are erased or alienated so that an assignment of the requesting client is no longer possible.

5. Possibility to object and eliminate

The collection of data for provision of the website and storage of the data in logfiles is essential for the operation of the website. Consequently, the user has no possibility to object.

V. Use of cookies¹

a) Description and scope of data processing

Our website uses cookies. Cookies are text tiles which are stored in the internet browser or by the internet browser on the user's computer system. When a user visits a website, a cookie can be stored on the user's operating system. This cookie contains a characteristic

¹ See Section IX. Web analysis on the use of web analysis cookies.

string of characters which facilitate a clear identification of the browser when the website is visited again.

We use cookies to make our website more user friendly. A few elements of our website require the requesting browser to be identified also after changing page.

The following data are stored and transmitted in the cookies:

- Language settings
- Log-in information
- Screen resolution
- Cookie accept

b) Legal foundation for data processing

The legal foundation for the processing of personal data using cookies is Art. 6 (1) lit. f GDPR.

c) Purpose of data processing

The purpose of processing technically necessary cookies is to simplify the use of websites for the users. A few functions of our website cannot be offered without the use of cookies. It is necessary here for the browser to be recognised again after a change in page.

We need cookies for the following applications:

- Language settings
- Log-in information
- Screen resolution
- Cookie accept

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

These purposes also justify our legitimate interest in the processing of the personal data in accordance with Art. 6 (1) lit. f GDPR.

e) Period of storage, possibility to object and eliminate

Cookies are stored on the user's computer and transmitted by it to our site. Therefore, as user you also have complete control over the use of cookies. By changing the settings in your internet browser you can deactivate or restrict the transmission of cookies. Cookies which are already stored can be erased again at any time, also automatically. If cookies are deactivated for our website, it may be that not all functions of the website can be used in full.

VI. Newsletter

1. Description and scope of data processing

There is the possibility to subscribe to a free newsletter. The data from the input mask are transmitted to us on registering for the newsletter.

Data collected:

Title Name Company Email address Industry

Data are also collected on registration: date and time of the registration

Your consent is obtained for the processing of data during the registration process and reference made to this data protection policy.

No data are passed on to third parties in connection with data processing to send newsletters. The data are used exclusively to send the newsletter.

2. Legal foundation for data processing

The legal foundation for the processing of data after registration for the newsletter by the user is provided by Art. 6 (1) lit. a GDPR where consent exists.

3. Purpose of data processing

The user's email address is collected to send the newsletter.

Other personal data are collected during the registration process to prevent an abuse of the services or the email address used.

4. Period of storage

The data are erased as soon as they are no longer necessary to achieve the purpose. Accordingly, the user's other personal data collected during the registration purpose are stored for as long as the subscription to the newsletter is active.

5. Possibility to object and eliminate

The user concerned can terminate the subscription to the newsletter at any time. There is a corresponding link for this purpose in every newsletter.

This similarly permits a withdrawal of the content to store the personal data collected during the registration process.

VII. Application input mask (Talention)

1. Description and scope of data processing

We publish job vacancies via our website (Jobportal). As user of the website you can apply for a specific job vacancy.

You can also register with us and provide an applicant profile. Using the "Subscribe to jobs/Jobs abonnieren" function you can obtain information by email about current job vacancies which are in line the criteria you have provided. Using the "Permit contact by the company/Kontakt durch das Unternehmen erlauben" function you allow us to get in contact with you independently of your participation in a specific application procedure.

Inventory data for use of the application form

We collect and use the following personal data if the user completes the application form using the "Apply now/Jetzt bewerben" function:

- Title (mandatory)
- First name and surname (mandatory)
- Email address (mandatory)
- Telephone / mobile phone number
- Application documents (such as cover letter, curriculum vitae, references, photograph)

Inventory data for use of the prospective applicant form (Job Abo)

We collect and use the following personal data if you create a candidate profile using the "Subscribe to jobs/Jobs abonnieren" function:

- Email address (mandatory)
- Password (mandatory)
- Title (mandatory)
- First name and surname (mandatory)
- Job name
- Last qualification
- Career stage

- Type of contract
- Locations / region
- Income category

2. Legal foundation for data processing

The legal foundation for the processing of data after registration for the application form or the job subscription by the user is provided by Section 26 (1) Federal Data Protection Act - BDSG, new version.

3. Purpose of data processing

The collection of personal data serves to process the data during the course of initiating an employment relationship.

4. Period of storage

All personal data collected are erased 180 days at the latest after completion of the application process, in particular rejection by applicants or job offerers.

5. Possibility to object and eliminate

The consent can be withdrawn and storage objected to by sending an email to dataprotection@knipex.de.

All personal data which has been stored during the contact are erased in this case.

The user has the possibility at any time to withdraw his consent to the processing of personal data.

6. Use of encryption technologies

The provider uses the SSL security system (Secure Socket layer) for the data transfer between your computer or mobile terminal device and the server.

This technology is intended to protect your data from being read out by unauthorised third parties and offers a very high security standard. The fact that your data are transferred encrypted can be recognised by a key or lock symbol in the bottom status bar of your browser.

VIII. Contact form and email contact

1. Description and scope of data processing

There are different contact forms on our website which can be used for electronic communication. If a user makes use of this possibility the data entered in the input mask are sent to us and stored. These data are as follows:

Contact person

Name

Email

Road

Postal code

Place

Country

Message

The following data are also stored when the message is sent:

Date and time of sending

Your consent is obtained for data processing as part of the sending process and reference made to this data protection policy.

Alternatively, communication is possible using the email address provided. In this case, the user's personal data transmitted with the email are stored.

Data may be passed on to associated companies of our company to answer the inquiry. The data are used exclusively to process the conversation.

2. Legal foundation for data processing

The legal foundation for data processing is provided by Art. 6 (1) lit. a GDPR if the user's consent has been given.

The legal foundation for the processing of data which is transmitted when sending an email is provided by Art. 6 (1) lit. f GDPR. If the email contact is aimed at entering into an agreement, the additional legal foundation for processing is Art. 6 (1) lit. b GDPR.

3. Purpose of data processing

Processing personal data from the input mask solely serves the purpose of processing the communication. In the event of communication by email, this purpose justifies the legitimate interest in processing the data.

The other personal data processed during the send process serve to prevent an abuse of the contact form and ensure the security of our technical information systems.

4. Period of storage

The data are erased as soon as they are no longer necessary to achieve the purpose of their collection. This will be case for the personal data from the input mask of the contact form and for the personal data sent by email once the respective conversation with the user has been ended. The conversation is ended once it may be derived from the circumstances that the matter concerned has been finally clarified.

The personal data which are additionally collected during the send process will similarly be erased once the matter has been finally clarified.

5. Possibility to object and eliminate

The user has the possibility at any time to withdraw his consent to processing of personal data. If the user gets in contact with us by email, he may object to the storage of his personal data at any time. In any such case the conversation cannot be continued.

The consent can be withdrawn and storage objected to by sending an email to dataprotection@knipex.de.

All personal data stored as part of the communication are erased in this case.

IX. Web analysis by Matomo (formerly PIWIK)

1. Scope of processing personal data

We use the open source software tool Matomo (formerly PIWIK) on our website to analyse the surfing behaviour of our users. The software places a cookie on the user's computer (see above on cookies). If details of our website are requested, the following data are stored:

- (1) Two bytes of the IP address of the user's requesting system
- (2) The requested website
- (3) The website from which the user accessed the requested website (referrer)
- (4) The sub-pages from which the requested website was requested
- (5) The duration of stay on the website
- (6) The frequency of requesting the website

The software runs exclusively on the servers of our website. The user's personal data are stored there only. The data are not passed on to third parties.

The software is set such that the IP addresses are not stored completely but 2 bytes of the IP address are masked (for example: 192.168.xxx.xxx). In this way, it is not possible to assign the abbreviated IP address to the requesting computer.

2. Legal foundation for the processing of personal data

The legal foundation of the processing of the user's personal data is provided by Art. 6 (1) lit. f GDPR.

3. Purpose of data processing

The personal data of users are processed to permit us to analyse the surfing behaviour of our users. The analysis of the data obtained enables us to compile information on the use of the individual components of our website. This assists us in constantly improving our website and its user friendliness. These purposes also justify our legitimate interest in processing the data pursuant to Art. 6 (1) lit. f GDPR. Anonymising the IP address takes sufficient account of the interest of users in the protection of personal data.

4. Period of storage

The data are erased as soon as they are no longer required for our recording purposes. In our case this is after three years.

5. Possibility to object and eliminate

Cookies are stored on the user's computer and transmitted to our website by it. You as user therefore also have the full control over the use of cookies. By changing the settings in your internet browser you can deactivate or restrict the transmission of cookies. Cookies which are already stored can be erased at any time, also automatically. If cookies are deactivated for our website it may be the case that not all function of the website can be used to the full. You can decide here whether an unambiguous web analysis cookie may be placed in your browser in order to enable the operator of the website to collect and analyse different statistical data. If you would like to decide against this, click on the following link to place the Matomo deactivation cookie in your browser.

Your visit to this website is currently registered by the Matomo advertising analysis. Click here if your visit is no longer to be registered.

A further cookie will be placed in your system which signalises to our system that the user's data are not to be stored. If the user erases the corresponding cookie from his own system in the meantime, he must set the opt-out cookie once again.

Further details on the private sphere settings of the Matomo software are provided at the following link: https://matomo.org/docs/privacy/.

X. Web analysis by Google Analytics

1. Scope of processing personal data

We use the software tool Google Analytics on our website to analyse the surfing behaviour of our users. The software places a cookie on the user's computer (see above on cookies). The following data are stored if individual pages of our website are requested:

- (1) Two bytes of the IP address of the user's requesting system
- (2) The requested website
- (3) The website from which the user accessed the requested website (referrer)
- (4) The sub-pages from which the requested website was requested
- (5) The duration of stay on the website
- (6) The frequency of requesting the website

This website uses the Google Analytics reports on demographic features in which data are used from interest-related advertising of Google as well as visitor data of third providers (e.g. age, gender and interests). These data cannot be attributed to a specific person and can be deactivated at any time via the advert settings.

The information generated by the cookie about your use of this website (including your IP address) is transmitted to a Google server in the USA and stored there. Google will use this information to analyse your use of the website, compile reports on website activities for the

website operators and to provide further services associated with the use of the website and internet.

Google may also transmit this information to third parties if this is required by law or where third parties process these data for Google. Under no circumstances will Google bring your IP address in connection with other Google data. You can prevent the installation of the cookies by a corresponding setting of your browser software; we would like to point out, however, that in this case you may not be able to use all functions of this website to the full.

The software is set such that the IP addresses are not completely stored but 2 bytes of the IP address are masked (for example: 192.168.xxx.xxx). In this way, it is no longer possible to assign the abbreviated IP address to the requesting computer.

2. Legal foundation for the processing of personal data

The legal foundation for the processing of the user's personal data is provided by Art. 6 (1) lit. f GDPR.

3. Purpose of data processing

The personal data of users are processed to permit us to analyse the surfing behaviour of our users. The analysis of the data obtained enables us to compile information on the use of the individual components of our website. This assists us in constantly improving our website and its user friendliness. These purposes also justify our legitimate interest in processing the data pursuant to Art. 6 (1) lit. f GDPR. Anonymising the IP address takes sufficient account of the interest of users in the protection of personal data.

4. Period of storage

After alienation/masking of the IP address the data are no longer personal data, for which reason these masked IP addresses are not automatically erased.

5. Possibility to object and eliminate

You can also prevent the collection of the data generated by the cookie and related to your use of the website (including your IP address) by Google and the processing of these data by Google by downloading and installing the browser plug-in available from the following link (http://tools.google.com/dlpage/gaoptout?hl=de).

An opt-out cookie is placed which prevents the future collection of your data when visiting this website: deactivate Google Analytics

More detailed information may be found here:

at http://tools.google.com/dlpage/gaoptout?hl=de or

at http://www.google.com/intl/de/analytics/privacyoverview.html (general information on Google Analytics and data protection). We would like to point out that on this website Google Analytics has been extended to include the code "gat._anonymizelp();" in order to guarantee an anonymised collection of IP addresses (so-called IP masking).

XI. Use of social media

Our website uses plug-ins of different social networks ("Facebook", "Twitter", "Instagram" "YouTube", "Xing"). The buttons are marked with the logo of the respective social network. When you visit our website the corresponding buttons are deactivated or merely linked so that without clicking on them no data are sent to the social networks.

After activation a direct link to the respective social networks is created. If you are logged into a social network, this provider can assign the visit to your account. If you do not want this to happen we recommend that you log off from your account beforehand. If you are not a member of a social network, the possibility nevertheless exists of the provider finding out about and storing your IP address, for example. If you do not want this to happen you should not click on the button.

Knipex has no influence on the purpose and extent of data collection as well as on the further processing and use of the data by the social networks. Provisions on data protections and rights in this respect are provided by the respective data protection policies of the social networks.

XII. DoubleClick

DoubleClick is a service of Google Inc., 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA ("Google"). DoubleClick uses cookies so as to present adverts of relevance to you. A pseudonymous identification number (ID) is assigned to your browser here in order to check which adverts were faded into your browser and which adverts were clicked on. The use of the DoubleClick cookies enables Google and its partner websites to place adverts on the basis of prior visits to our or other websites on the internet. This cookie can be permanently deactivated at https://www.google.com/settings/ads/plugin?hl=de.

We have incorporated YouTube videos into our website which are stored at www.youtube.com and can be played directly from our website. We use the so-called "extended data protection mode" from the provider YouTube to link in videos. According to YouTube, no information on the visitors to our website will then be stored unless they watch the video. However, despite using the extended data protection mode it cannot be ruled out that Google will place a DoubleClick cookie for advertising purposes. You can permanently deactivate this cookie at https://www.google.com/settings/ads/plugin?hl=de.

XIII. Rights of data subjects

Where your personal data are processed you are the data subject within the meaning of the GDPR and you have the following rights with respect to the controller:

1. Right to information

You can request a confirmation from the controller on whether your personal data are processed by us.

If this is the case, you may request the following information from the controller:

- (1) the purposes for which the personal data are processed;
- (2) the categories of personal data which are processed;
- (3) the recipients or categories of recipients to whom your personal data has been or will be disclosed;
- (4) the planned period of storage of your personal data or, if it is not possible to provide specific information here, the criteria used to determine the period of storage;
- (5) the existence of a right to rectify or erase your personal data, a right to restrict processing by the controller or a right to object to this processing;
- (6) the existence of a right to complain to a supervisory authority;
- (7) all available information on the origin of the data if the personal data are not collected from the data subject;
- (8) the existence of automated decision-making including profiling in accordance with Art. 22 (1) and (4) GDPR and at least in these cases meaningful information on the logic involved and the reach and the aspired-to impacts of any such processing for the data subject. (Not currently used.)

You have the right to request information on whether your personal data are transferred to a third country or an international organisation. In this connection you can request that you are notified about suitable guarantees under Art. 46 GDPR in connection with the transfer.

2. Right to rectification

You have a right to obtain from the controller rectification and/or completion if your personal data are incorrect or incomplete. The controller must make the rectification without undue delay.

3. Right to restriction of processing

Under the following circumstances you have a right to the restriction of processing of your personal data:

(1) if you contest the accuracy of your personal data, for a period enabling the controller to verify the accuracy of the personal data;

- (2) the processing is unlawful and you oppose the erasure of the personal data and request the restriction of their use instead;
- (3) the controller no longer needs the personal data for the purposes of the processing, but they are required by you for the establishment, exercise or defence of legal claims; or
- (4) if you have objected to processing pursuant to Art. 21 (1) GDPR pending the verification whether the legitimate grounds of the controller override.

Where processing of your personal data has been restricted, such personal data shall, with the exception of storage, only be processed with your consent or for the establishment, exercise or defence of legal claims or for the protection of the rights of another natural or legal person or for reasons of important public interest of the Union or of a Member State.

If processing has been restricted in accordance with the above mentioned requirements, you will be notified by the controller before the restriction is lifted.

4. Right to erasure

a) Duty to erase

You can request the controller to erase your personal data without undue delay, and the controller is obliged to erase these data without due delay where one of the following grounds applies:

- (1) Your personal data are no longer necessary in relation to the purposes for which they were collected or otherwise processed.
- (2) You withdraw your consent on which the processing is based according to Art. 6 Abs. (1) lit. a or Art. 9 (2) lit. a GDPR, and where 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 to the processing pursuant to Art. 21 (2) GDPR.
- (4) Your personal data have been unlawfully processed.
- (5) Your personal data have to be erased for compliance with a legal obligation in Union or Member State law to which the controller is subject.
- (6) Your personal data have been collected in relation to the offer of information society services referred to in Art. 8 (1) GDPR.
- (7) Information to third parties

Where the controller has made your personal data public and is obliged pursuant to Art. 17 (1) to erase them, the controller, taking account of available technology and the cost of implementation, shall take reasonable steps, including technical measures, to inform controllers which are processing the personal data that you as data subject have requested the erasure by them of any links to, or copy or replication of, those personal data.

(8) Exceptions

The right to erasure shall not apply to the extent that processing is necessary

- (1) for exercising the right of freedom of expression and information;
- (2) for compliance with a legal obligation which requires processing by Union or Member State law to which the 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 controller;
- (3) for reasons of public interest in the area of public health in accordance with Art. 9 (2) lit. h and i as well as 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 in so far as the right referred to in paragraph a) is likely to render impossible or seriously impair the achievement of the objectives of that processing; or
- (5) for the establishment, exercise or defence of legal claims.

5. Right to notification

If you have asserted to the right to obtain rectification, erasure or restriction of processing from the controller, the controller is obliged to communicate any rectification or erasure of personal data or restriction of processing to each recipient to whom the personal data have been disclosed, unless this proves impossible or involves disproportionate effort.

You have the right to be informed about these recipients by the controller.

6. Right to data portability

You have the right to receive your personal data which you have provided to the controller in a structured, commonly used and machine-readable format. You also have the right to transmit those data to another controller without hindrance from the controller to which the personal data have been provided, where

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

In exercising this right, you furthermore have the right to have the personal data transmitted directly from one controller to another, where technically feasible. This may not affect the rights and freedoms of others.

The right to data portability shall 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 an official authority vested in the controller.

7. Right to object

You have the right to object, on grounds relating to your particular situation, at any time to processing of your personal data which is based on Art. 6 (1) lit. e or f GDPR, including profiling based on those provisions.

The controller shall no longer process your personal data unless the controller demonstrates compelling legitimate grounds for the processing which override your interests, rights and freedoms or for the establishment, exercise or defence of legal claims.

Where personal data are processed for direct marketing purposes, you have the right to object at any time to processing of your personal data for such marketing, which includes profiling to the extent that it is related to such direct marketing.

Where you object to processing for direct marketing purposes, your personal data shall no longer be processed for such purposes.

In the context of the use of information society services, and notwithstanding Directive 2002/58/EC, you may exercise your right to object by automated means using technical specifications.

8. Right to withdraw consent under data protection law

You have the right to withdraw your consent under data protection law at any time. The withdrawal of consent shall not affect the lawfulness of the processing which has taken place up to that time.

9. Automated individual decision-making including profiling

You have the right not to be subjected to a decision based solely on automated processing, including profiling, which produces legal effects concerning you or similarly affecting you. This shall not apply if the decision

- (1) is necessary for entering into, or performance of, a contract between you and the controller:
- (2) is authorised by Union or Member State law to which the controller is subject and which also lays down suitable measures to safeguard your rights and freedoms and legitimate interests; or

(3) is based on your explicit consent.

However, these decisions may not be based on special categories of personal data referred to in Art. 9 (1) GDPR unless Art. 9 (2) lit. a or g GDPR applies and suitable measures to safeguard you rights and freedoms and legitimate interests are in place.

In the cases referred to points (1) and (3), the controller shall implement suitable measures to safeguard your rights and freedoms and legitimate interests, at least the right to obtain human intervention on the part of the controller, to express your point of view and to contest the decision.

10. Right to lodge a complaint with a supervisory authority

Without prejudice to any other administrative or judicial remedy, you have the right to lodge a complaint with a supervisory authority, in particular in the Member States of your habitual residence, place of work or place of the alleged infringement if you consider that the processing of your personal data infringes the GDPR.

The supervisory authority with which the complaint has been lodged informs the complainant on the progress and the outcome of the complaint including the possibility of a judicial remedy pursuant to Art. 78 GDPR.