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# DATA PROTECTION DECLARATION

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The following data protection declaration applies to the use of our online offer of the domains [www.c-p-s.de/](http://www.c-p-s.de/) and <https://karriere.c-p-s.de/>, as well as their associated pages and sub-domains (hereinafter "websites"). It also applies to <C-P-S Group Holding> as well as to all subsidiaries.

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## 1. Basic information & definitions

Our website can be used without providing any personal data. However, if a data subject wishes to make use of our company's special services via our website, it may be 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 person concerned.

The processing of personal data, for example the name, address, email address or telephone number of the person concerned, is always carried out in accordance with the General Data Protection Regulation and in accordance with the country-specific data protection regulations applicable to C-P-S. By means of this data protection declaration, our company would like to inform the public about the type, scope and purpose of the personal data we collect, use and process. Furthermore, data subjects are informed about their rights by means of this data protection declaration.

As the controller, the C-P-S has implemented numerous technical and organizational measures to ensure the most complete protection of personal data processed via this website. Nevertheless, internet-based data transmissions can 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 in alternative ways, for example by telephone.

The data protection declaration of the C-P-S is based on the terms used by the European legislator for directives and regulations when the General Data Protection Regulation (GDPR) was adopted. Our data protection declaration should be easy to read and understand for the public as well as for our customers and business partners. To ensure this, we would like to explain the terminology used in advance.

We use the following terms in this data protection declaration:

### a) Personal data

Personal data is all information that relates to an identified or identifiable natural person (hereinafter "data subject"). A natural person is regarded as identifiable who, directly or indirectly, in particular by means of assignment to an identifier such as a name, an identification number, to location data, to an online identifier or to one or more special characteristics, express the physical, physiological, genetic, psychological, economic, cultural or social identity of this natural person can be identified.

**b) Data subject**

The data subject is any identified or identifiable natural person whose personal data is processed by the person responsible for processing.

**c) Processing**

Processing is any process carried out with or without the help of automated procedures or any such series of processes in connection with personal data such as the collection, recording, organization, ordering, storage, adaptation or change, reading, querying, use, Disclosure through transmission, dissemination or any other form of provision, comparison or linking, restriction, deletion or destruction.

**d) Restriction of processing**

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

**e) Profiling**

Profiling is any type of automated processing of personal data that consists of using this personal data to evaluate certain personal aspects that relate to a natural person. This is used in particular to analyze and predict aspects relating to work performance, economic situation, health, personal preferences, interests, reliability, behavior, whereabouts or change of location of this natural person.

**f) Pseudonymization**

Pseudonymization is the processing of personal data in a way in which the personal data can no longer be assigned to a specific data subject without the use of additional information, provided that this additional information are kept separately and are subject to technical and organizational measures. This ensures that the personal data are not assigned to an identified or identifiable natural person.

**g) Controller or controller**

The person responsible or the person responsible for the processing is the natural or legal person, authority, institution or other body that alone or jointly with others decides on the purposes and means of processing personal data. If the purposes and means of this processing are specified by Union law or the law of the member states, the person responsible or the specific criteria for his appointment can be provided for in accordance with Union law or the law of the member states.

## **h) Processors**

Auftragsverarbeiter ist eine natürliche oder juristische Person, Behörde, Einrichtung oder andere Stelle, die personenbezogene Daten im Auftrag des Verantwortlichen verarbeitet. Processor is a natural or legal person, authority, institution or other body that processes personal data on behalf of the person responsible.

## **i) Recipient**

Recipient is a natural or legal person, authority, institution or other body to which personal data is disclosed, regardless of whether it is a third party or not. However, authorities that may receive personal data as part of a specific investigation according to Union law or the law of the member states are not considered recipients.

## **j) Third party**

A third party is a natural or legal person, public authority, agency or body other than the data subject, the person responsible, the processor and the persons who are authorized to process the personal data under the direct responsibility of the person responsible or the processor.

## **k) Consent**

Consent is any voluntary declaration of intent given by the data subject in an informed manner and unequivocally for the specific case in the form of a declaration or other unequivocal affirmative action by which the data subject indicates that he or she agrees to the processing of his or her personal data

## **2. Name and address of data controller**

The person responsible within the meaning of the General Data Protection Regulation as well as other data protection laws applicable in the member states of the European Union and other provisions of a data protection nature is the company:

## C-P-S Group

plant – production - logistics

Leopoldstr. 254  
80807 München

Tel.: +49 (0) 89 928 790 0  
Mobil:  
Mail: [vorname.nachname@c-p-s.de](mailto:vorname.nachname@c-p-s.de)

[www.c-p-s.de](http://www.c-p-s.de)

also visit us here:



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C-P-S Holding GmbH & Co. KG · Sitz München · HRB 101271 · Persönlich haftende Gesellschafter:  
C-P-S & Gesellschafter GmbH · Sitz München · Amtsgericht München · HRB 258322  
Geschäftsführer: Claus Drexl (Sprecher), Helmut Angermann, Matthäus von Esterházy ·  
Beirat: Dr. Werner Böckmann (Vorsitzender) · Dr.-Ing. Rainer Thiel ·

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### **Confidentiality:**

This message is confidential. If you are not the recipient named in this message, please inform us as soon as possible and keep silent about the content. Thank you for your understanding. As a precaution, we would like to point out that the receipt of e-mails may be disrupted for technical or operational reasons. This applies even if you can read this automatically generated e-mail without any problems. Due to the uncontrollable transport route of an e-mail, there is also no guarantee that its content will only be known to authorized persons. Please send letters, notifications or other declarations, the content of which is confidential or which are intended to have legal effect, either in the conventional way or by email with a qualified electronic signature in accordance with Section 126 a of the German Civil Code (BGB).

### **Data protection:**

Current information on data protection (EU GDPR) / our data protection declaration can be found on our website:

<https://www.c-p-s.de/datenschutzerklaerung/>

Note: You can revoke your consent at any time for the future by email.

### **3. Cookies**

The Internet pages of the C-P-S use cookies. Cookies are text files that are filed and saved on a computer system via an internet browser.

Numerous websites and servers use cookies. Many cookies contain a so-called cookie ID. A cookie ID is a unique identifier for the cookie. It consists of a string of characters through 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 browser of the person concerned from other Internet browsers that contain other cookies. A specific internet browser can be recognized and identified via the unique cookie ID.

Through the use of cookies, the C-P-S can provide the users of this website with more user-friendly services that would not be possible without the cookie setting.

A cookie can be used to optimize the information and offers on our website in the interests 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 their access data every time they visit the website, because 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 items that a customer has placed in the virtual shopping cart.

The person concerned 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 person concerned deactivates the setting of cookies in the Internet browser used, not all functions of our website may be fully usable.

#### **4. Collection of general data and information**

The C-P-S website collects a range of general data and information each time the website is accessed by a data subject or an automated system. These general data and information are stored in the server's log files. The (1) browser types and versions used can be recorded, (2) the operating system used by the accessing system, (3) the website from which an accessing system reaches our website (so-called referrer),

(4) the sub-web pages that are accessed via an accessing system on our website, (5) the date and time of 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 that serve to avert danger in the event of attacks on our information technology systems.

When using this general data and information, the C-P-S does not draw any conclusions about the person concerned. Rather, this information is required to (1) correctly deliver the content of our website, (2) optimize the content of our website and the advertising for it, (3) ensure the long-term functionality of our information technology systems and the technology of our website and (4) to provide law enforcement authorities with the information necessary for law enforcement in the event of a cyber attack. This anonymously collected data and information is therefore statistically and further evaluated

by the C-P-S 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 in the server log files are stored separately from all personal data provided by a data subject.

## **5. Contact possibility via the website**

Due to legal regulations, the C-P-S website contains information that enables quick electronic contact with our company and direct communication with us, which also includes a general address for so-called electronic mail (e-mail address). If a data subject contacts the person responsible for processing by email or a contact form, the personal data transmitted by the data subject will be automatically saved. Such personal data transmitted on a voluntary basis by a data subject to the person responsible for processing are stored for the purposes of processing or contacting the data subject. This personal data is not passed on to third parties.

## **6. Routine erasure and blocking of personal data**

The person responsible for the processing processes and stores personal data of the data subject only for the period of time that is necessary to achieve the storage purpose or if this is specified by the European directives and regulations or another legislator in laws or regulations, which the person responsible for the processing is subject to, was provided.

If the purpose of storage no longer applies or if a storage period prescribed by the European directives and regulations or another responsible legislator expires, the personal data will be routinely blocked or deleted in accordance with the statutory provisions.

## **7. Rights of the data subject**

### **a) Right to confirmation**

Every person concerned has the right granted by the European directive and regulation given to request confirmation from the person responsible for the processing as to whether the personal data relating to them is being processed. If a person concerned wishes to exercise this right to confirmation, they can contact an employee of the person responsible for processing at any time

## **b) Right to information**

Every person affected by the processing of personal data has the right granted by the European directive and regulation given to receive free information about the personal data stored about him and a copy of this information from the person responsible for the processing at any time. Furthermore, the European directives and regulations grant the data subject access to the following information:

- the purposes of the processing
- the categories of personal data that are processed
- The recipients or categories of recipients to whom the personal data have been disclosed or are still being disclosed, in particular to recipients in third countries or to international organizations
- 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 to correction or deletion of the relevant personal data or to restriction of processing by the person responsible or a right to object to this processing
- the right to lodge a complaint with 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) GDPR and - at least in these cases - meaningful information about the logic involved and the scope and intended effects of such processing for the data subject

Furthermore, the data subject has the right to information as to whether personal data has been transmitted to a third country or to an international organization. If this is the case, the data subject also has the right to receive information about the appropriate guarantees in connection with the transmission.

If a data subject wishes to make use of this right to information, they can contact an employee of the person responsible for processing at any time.

## **c) Right to rectification**

Every person affected by the processing of personal data has the right granted by the European directives and regulations to request the immediate correction of incorrect personal data concerning them. Furthermore, the data subject has the right, taking into account the purposes of the processing,



to request the completion of incomplete personal data - including by means of a supplementary declaration.

If a data subject wishes to exercise this right to rectification, they can contact an employee of the person responsible for processing at any time.

#### **d) Right to erasure (right to be forgotten)**

Every person affected by the processing of personal data has the right granted by the European directive and regulation given to demand that the person responsible delete the personal data concerning them immediately, provided that one of the following reasons applies and insofar as the processing is not necessary:

- The personal data were collected or otherwise processed for purposes for which they are no longer necessary.
- The data subject revokes their consent, on which the processing was based in accordance with Art. 6 Paragraph 1 Letter a GDPR or Art. 9 Paragraph 2 Letter a GDPR, and there is no other legal basis for the processing .
- The data subject objects to the processing in accordance with Art. 21 Paragraph 1 GDPR and there are no overriding legitimate reasons for the processing, or the data subject objects in accordance with Art. 21 Paragraph 2 GDPR against the processing.
- The personal data was processed unlawfully.
- The deletion of personal data is necessary to fulfill a legal obligation under Union law or the law of the member states to which the person responsible is subject.
- The personal data was collected in relation to the information society services offered in accordance with Art. 8 Para. 1 GDPR.

If one of the above-mentioned reasons applies and a person concerned wishes to have personal data stored at C-P-S deleted, they can contact an employee of the person responsible for processing at any time. The C-P-S employee will arrange for the deletion request to be complied with immediately.

Has the personal data been made public by C-P-S and our company is responsible for deleting the personal data in accordance with Art. 17 Para. 1 GDPR obliged, the CPS will take appropriate measures, including technical measures, taking into account the available technology and the implementation costs, to inform other data controllers who process the published personal data that the data subject will benefit from these others for the Data processing controller has requested the deletion of all links to this

personal data or of copies or replications of this personal data, insofar as the processing is not necessary. The C-P-S employee will arrange the necessary in individual cases.

#### **e) Right to restriction of processing**

Every person affected by the processing of personal data has the right granted by the European legislator of directives and regulations to demand that the controller restrict the processing if one of the following conditions is met:

- The correctness of the personal data is contested by the data subject for a period that enables the person responsible to check the correctness of the personal data.
- The processing is unlawful, the person concerned refuses to delete the personal data and instead requests that the use of the personal data be restricted.
- The person responsible no longer needs the personal data for the purposes of processing, but the person concerned needs them to assert, exercise or defend legal claims.
- The person concerned has lodged an objection to the processing in accordance with Article 21 (1) GDPR and it has not yet been determined whether the legitimate reasons of the person responsible outweigh those of the person concerned.

If one of the above conditions is met and a person concerned would like to request the restriction of personal data stored at C-P-S, they can contact an employee of the person responsible for processing at any time. The employee of the C-P-S will arrange for the processing to be restricted.

#### **f) Right to data portability**

Every person affected by the processing of personal data has the right granted by the European legislator of directives and regulations to receive the personal data relating to them, which have been made available to a person responsible by the person concerned, in a structured, common and machine-readable format. You also have the right to transfer this data to another person responsible without hindrance from the person responsible to whom the personal data was provided. However, this is only possible if the processing is based on the consent in accordance with Art. 6 Paragraph 1 Letter a GDPR or Art. 9 Paragraph 2 Letter a GDPR or on a contract in accordance with Art. 6 Paragraph 1 Letter b GDPR. GMO is based and the processing is carried out using automated procedures, provided that the processing is not necessary for the performance of a task that is in the public interest or takes place in the exercise of official authority that has been assigned to the person responsible.

Furthermore, when exercising their right to data portability in accordance with Art. 20 (1) GDPR, the data subject has the right to have the personal data transmitted directly from one person responsible to another, insofar as this is technically feasible and if this does not affect the rights and freedoms of other persons.

To assert the right to data portability, the person concerned can contact an employee of the C-P-S at any time.

#### **g) Right to object**

Every person affected by the processing of personal data has the right granted by the European legislator of directives and regulations to object at any time to the processing of personal data relating to them which is based on Art. 6 Paragraph 1 Letter e or f DS-GVO takes place, to object. This also applies to profiling based on these provisions.

In the event of an objection, the CPS will no longer process the personal data, unless we can prove compelling legitimate reasons for the processing that outweigh the interests, rights and freedoms of the data subject, or the processing serves to assert, exercise or defend Legal claims.

If the C-P-S processes personal data in order to operate direct mail, the data subject has the right to object at any time to the processing of personal data for the purpose of such advertising. This also applies to profiling insofar as it is associated with such direct advertising. If the data subject objects to the processing for direct marketing purposes to the C-P-S, the C-P-S will no longer process the personal data for these purposes.

#### **h) Automated decisions in individual cases including profiling**

Any person concerned by the processing of personal data has the right, granted by the European Directive and Regulation, not to be subject to a decision based solely on automated processing, including profiling, which produces legal effects concerning him or her or similarly significantly affects him or her. This is possible provided that the decision (1) is not necessary for entering into, or the performance of, a contract between the data subject and the controller, or (2) is permitted by Union or Member State law to which the controller is subject and that such law contains suitable measures to safeguard the data subject's rights and freedoms and legitimate interests, or (3) is made with the data subject's explicit consent.

If the decision (1) is necessary for entering into, or the performance of, a contract between the data subject and the data controller, or (2) it is made with the data subject's explicit consent, the C-P-S shall implement suitable measures to safeguard the data subject's rights and freedoms and legitimate interests, which include at least the right to obtain the data subject's involvement on the part of the controller, to express his or her point of view and contest the decision.

If the data subject wishes to exercise the rights concerning automated decisions, he or she may, at any time, contact any employee of the controller.

#### **i) Right to withdraw consent under data protection law**

Every person affected by the processing of personal data has the right granted by the European legislator of directives and regulations to revoke their consent to the processing of personal data at any time.

If the person concerned wishes to assert their right to withdraw consent, they can contact an employee of the person responsible for processing at any time.

### **8. Data protection provisions on the use and application of third-party providers**

#### **a) Data protection provisions on the use and application of Facebook**

The person responsible for the processing has integrated components of the company Facebook on this website. Facebook is a social network.

A social network is a social meeting point operated on the Internet, an online community that usually enables users to communicate with one another and interact in virtual space. A social network can serve as a platform for the exchange of opinions and experiences or enables the Internet community to provide personal or company-related information. Among other things, Facebook enables users of the social network to create private profiles, upload photos and network via friend requests.

The operating company of Facebook is Facebook, Inc., 1 Hacker Way, Menlo Park, CA 94025, USA. If a data subject lives outside the USA or Canada, the person responsible for processing personal data is Facebook Ireland Ltd., 4 Grand Canal Square, Grand Canal Harbor, Dublin 2, Ireland.

Each time one of the individual pages of this website is called up, which is operated by the person responsible for processing and on which a Facebook component (Facebook plug-in) has been integrated, the Internet browser on the information technology system of the person concerned is

automatically activated by the respective Facebook Component causes a representation of the corresponding Facebook component to be downloaded from Facebook. A complete overview of all Facebook plug-ins can be found at [https://developers.facebook.com/docs/plugins/?locale=de\\_DE](https://developers.facebook.com/docs/plugins/?locale=de_DE). As part of this technical process, Facebook receives knowledge of which specific subpage of our website is visited by the person concerned.

If the person concerned is logged in to Facebook at the same time, Facebook recognizes which specific sub-page of our website the person concerned is visiting with each visit to our website by the person concerned and for the entire duration of the respective stay on our website. This information is collected by the Facebook component and assigned to the respective Facebook account of the person concerned by Facebook. If the person concerned activates one of the Facebook buttons integrated on our website, for example the "Like" button, or if the person concerned makes a comment, Facebook assigns this information to the person concerned's personal Facebook user account and saves this personal data .

Facebook always receives information via the Facebook component that the person concerned has visited our website if the person concerned is logged into Facebook at the same time as accessing our website; this takes place regardless of whether the person concerned clicks on the Facebook component or not. If the data subject does not want this information to be transmitted to Facebook, they can prevent the transmission by logging out of their Facebook account before calling up our website.

The data guideline published by Facebook, which is available at <https://de-de.facebook.com/about/privacy/>, provides information about the collection, processing and use of personal data by Facebook. It also explains which setting options Facebook offers to protect the privacy of the person concerned. In addition, various applications are available that make it possible to suppress data transmission to Facebook. Such applications can be used by the data subject to suppress data transmission to Facebook.

#### **b) Data protection provisions on the use and application of Google Analytics (with anonymization function)**

The person responsible for processing has integrated the Google Analytics component (with anonymization function) on this website. Google Analytics is a web analysis service. Web analysis is the collection, collection and evaluation of data on the behavior of visitors to Internet pages. A web analysis service collects, among other things, data on the website from which a person concerned came to a website (so-called referrer), which sub-pages of the website were accessed or how often and for how long a sub-page was viewed. A web analysis is mainly used to optimize a website and for a cost-benefit analysis of internet advertising.

The operating company of the Google Analytics component is Google Inc., 1600 Amphitheater Pkwy, Mountain View, CA 94043-1351, USA.

The person responsible for processing uses the addition “\_gat.\_anonymizelp” for web analysis via Google Analytics. By means of this addition, the IP address of the Internet connection of the person concerned is shortened and anonymized by Google if our Internet pages are accessed from a member state of the European Union or from another signatory to the Agreement on the European Economic Area.

The purpose of the Google Analytics component is to analyze the flow of visitors to our website. Google uses the data and information obtained, among other things, to evaluate the use of our website, to compile online reports for us that show the activities on our website, and to provide other services related to the use of our website.

Google Analytics places a cookie on the information technology system of the person concerned. What cookies are has already been explained above. By setting the cookie, Google is enabled to analyze the use of our website. Each time one of the individual pages of this website is called up, which is operated by the person responsible for processing and on which a Google Analytics component has been integrated, the Internet browser on the information technology system of the person concerned is automatically triggered by the respective Google Analytics component To transmit data to Google for the purpose of online analysis. As part of this technical process, Google gains knowledge of personal data, such as the IP address of the person concerned, which Google uses, among other things, to trace the origin of visitors and clicks and subsequently to enable commission accounting.

The cookie is used to store personal information, such as the access time, the location from which access was made and the frequency of visits to our website by the person concerned. Each time you visit our website, this personal data, including the IP address of the Internet connection used by the person concerned, is transmitted to Google in the United States of America. These personal data are stored by Google in the United States of America. Google may pass this personal data collected through the technical process on to third parties.

The person concerned can prevent the setting of cookies by our website, as already shown above, at any time by means of a corresponding setting of the Internet browser used and thus permanently object to the setting of cookies. Such a setting of the internet browser used would also prevent Google from setting a cookie on the information technology system of the person concerned. In addition, a cookie already set by Google Analytics can be deleted at any time via the Internet browser or other software programs. Furthermore, the data subject has the option of recording the data generated by Google

Analytics relating to the use of this website and processing this data by Google contradict and prevent such. To do this, the person concerned must download and install a browser add-on under the link <https://tools.google.com/dlpage/gaoptout>. This browser add-on informs Google Analytics via JavaScript that no data or information on visits to websites may be transmitted to Google Analytics. The installation of the browser add-on is considered an objection by Google. If the information technology system of the person concerned is deleted, formatted or reinstalled at a later point in time, the person concerned must reinstall the browser add-on in order to deactivate Google Analytics. If the browser add-on is uninstalled or deactivated by the person concerned or another person who is attributable to their sphere of influence, there is the option of reinstalling or reactivating the browser add-on.

Further information and the applicable data protection provisions of Google can be found at <https://www.google.de/intl/de/policies/privacy/> and at <http://www.google.com/analytics/terms/de.html>. Google Analytics is explained in more detail under this link [https://www.google.com/intl/de\\_de/analytics/](https://www.google.com/intl/de_de/analytics/).

### **c) Data protection provisions on the use and application of Google AdWords**

The person responsible for processing has integrated Google AdWords on this website. Google AdWords is an internet advertising service that allows advertisers to place ads in Google's search engine results as well as in the Google advertising network. Google AdWords enables an advertiser to define certain keywords in advance by means of which an advertisement is only displayed in Google's search engine results if the user calls up a keyword-relevant search result with the search engine. In the Google advertising network, the advertisements are distributed to thematically relevant websites using an automatic algorithm and taking into account the previously defined keywords.

### **d) Data protection provisions on the use and application of LinkedIn**

The controller has integrated components of the LinkedIn Corporation on this website. LinkedIn is an internet-based social network that enables users to connect with existing business contacts and make new business contacts. More than 400 million registered people use LinkedIn in more than 200 countries. This makes LinkedIn currently the largest platform for business contacts and one of the most visited websites in the world.

LinkedIn is operated by LinkedIn Corporation, 2029 Stierlin Court Mountain View, CA 94043, USA. LinkedIn Ireland, Privacy Policy Issues, Wilton Plaza, Wilton Place, Dublin 2, Ireland, is responsible for data protection matters outside the USA.

Each time you visit our website, which is equipped with a LinkedIn component (LinkedIn plug-in), this component causes the browser used by the person concerned to download a corresponding representation of the LinkedIn component. Further information on the LinkedIn plug-ins can be found at <https://developer.linkedin.com/plugins>. As part of this technical process, LinkedIn gains knowledge of which specific subpage of our website is visited by the person concerned.

If the person concerned is logged in to LinkedIn at the same time, LinkedIn recognizes which specific sub-page of our website the person concerned is visiting with each visit to our website by the person concerned and for the entire duration of the respective stay on our website. This information is collected by the LinkedIn component and assigned to the respective LinkedIn account of the person concerned. If the person concerned activates a LinkedIn button integrated on our website, LinkedIn assigns this information to the personal LinkedIn user account of the person concerned and saves this personal data.

Via the LinkedIn component, LinkedIn always receives information that the person concerned has visited our website if the person concerned is at the time of

Component clicks or not. If such a call to our website is logged in to LinkedIn at the same time; this takes place regardless of whether the person concerned clicks on the LinkedIn component or not. If the data subject does not want this information to be transmitted to LinkedIn, they can prevent the transmission by logging out of their LinkedIn account before calling up our website.

At <https://www.linkedin.com/psettings/guest-controls>, LinkedIn offers the option of unsubscribing from e-mails, SMS messages and targeted advertisements as well as managing advertisement settings. LinkedIn also uses partners such as Quantcast, Google Analytics, BlueKai, DoubleClick, Nielsen, Comscore, Eloqua and Lotame, who can set cookies. Such cookies can be rejected at <https://www.linkedin.com/legal/cookie-policy>. The applicable data protection provisions of LinkedIn are available at <https://www.linkedin.com/legal/privacy-policy>. The LinkedIn cookie policy is available at <https://www.linkedin.com/legal/cookie-policy>.

#### **e) Data protection provisions on the use and application of Xing**

The person responsible for processing has integrated components from Xing on this website. Xing is an internet-based social network that enables users to connect with existing business contacts and make new business contacts. The individual users can create a personal profile of themselves on Xing. Companies can, for example, create company profiles or publish job offers on Xing.



Xing is operated by XING SE, Dammtorstrasse 30, 20354 Hamburg, Germany.

Each time one of the individual pages of this website is accessed, which is operated by the person responsible for processing and on which a Xing component (Xing plug-in) has been integrated, the Internet browser on the information technology system of the person concerned is automatically activated by the respective Xing Component causes a representation of the corresponding Xing bcomponent to be downloaded from Xing. Further information on the Xing plug-ins can be found at <https://dev.xing.com/plugins>. As part of this technical process, Xing receives knowledge of which specific subpage of our website is visited by the person concerned.

If the person concerned is logged in to Xing at the same time, Xing recognizes which specific sub-page of our website the person concerned is visiting with each visit to our website by the person concerned and for the entire duration of their stay on our website. This information is collected by the Xing component and assigned to the respective Xing account of the person concerned by Xing. If the person concerned activates one of the Xing buttons integrated on our website, for example the "Share" button, Xing assigns this information to the personal Xing user account of the person concerned and saves this personal data.

bXing always receives information via the Xing component that the person concerned has visited our website if the person concerned is logged in to Xing at the same time as accessing our website; this takes place regardless of whether the person concerned clicks on the Xing component or not. If the data subject does not want this information to be transmitted to Xing, they can prevent the transmission by logging out of their Xing account before calling up our website.

The data protection regulations published by Xing, which are available at <https://www.xing.com/privacy>, provide information about the collection, processing and use of personal data by Xing. Xing has also published data protection information for the XING share button at [https://www.xing.com/app/share?op=data\\_protection](https://www.xing.com/app/share?op=data_protection).

## 9. Legal basis of processing

Art. 6 I lit. a GDPR serves our company as the legal basis for processing operations for which we obtain consent for a specific processing purpose. If the processing of personal data is necessary to fulfill a contract to which the data subject is a party, as is the case, for example, with processing operations that are necessary for the delivery of goods or the provision of other services or consideration, the processing is based on Art. 6 I lit. b GDPR. The same applies to processing operations that are required to carry out pre-contractual measures, for example in cases of inquiries about our products or services. If our

company is subject to a legal obligation which requires the processing of personal data, for example to fulfill tax obligations, the processing is based on Art. 6 I lit. c GDPR. In rare cases, it may be necessary to process personal data in order to protect the vital interests of the data subject or another natural person. This would be the case, for example, if a visitor to our company were injured and his name, age, health insurance data or other vital information would have to be passed on to a doctor, hospital or other third party.

Then the processing would be based on Art. 6 I lit. d GDPR. Ultimately, processing operations could be based on Art. 6 I lit. f GDPR. This ns or a third party is required if the interests, fundamental rights and legal basis are based processing operations that are not covered by any of the aforementioned legal bases, if the processing is necessary to safeguard a legitimate interest of our company or a third party, provided that the interests, fundamental rights and Fundamental freedoms of the person concerned do not predominate. We are particularly permitted to carry out such processing operations because they have been specifically mentioned by the European legislator. In this respect, he took the view that a legitimate interest could be assumed if the person concerned is a customer of the person responsible (recital 47 sentence 2 GDPR).

#### **10. 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 GDPR, our legitimate interest is the conduct of our business activities for the benefit of all our employees and our shareholders.

#### **11. Duration for which the personal data are stored**

The criterion for the duration of the storage of personal data is the respective statutory retention period. After the period has expired, the relevant data is routinely deleted, provided that it is no longer required to fulfill or initiate a contract.

#### **12. Legal or contractual requirements for the provision of personal data**

Necessity for the conclusion of the contract; Obligation of the data subject to provide the personal data; possible consequences of non-provision.

We explain to you that the provision of personal data is partly required by law (e.g. tax regulations) or can also result from contractual regulations (e.g. information on the contractual partner). In order to conclude a contract, it may sometimes be necessary for a data subject to provide us with personal data that we subsequently have to process. For example, the data subject is obliged to provide us with

personal data when our company concludes a contract with them. Failure to provide personal data would mean that the contract could not be concluded with the person concerned. Before the person concerned provides personal data, the person concerned must contact one of our employees. Our employee explains to the person concerned on a case-by-case basis whether the provision of the personal data is required by law or contract or is necessary for the conclusion of the contract, whether there is an obligation to provide the personal data and what consequences the failure to provide the personal data would have.

### **13. Existence of automated decision-making**

As a responsible company, we do not use automatic decision-making or profiling.

### **14. Questions about data protection**

If you have any questions about this data protection notice, our external data protection coordinator will be happy to help. If you have a request, please contact **[datenschutzbeauftragter@c-p-s.de](mailto:datenschutzbeauftragter@c-p-s.de)**.

## 15. Appendix A

### Obligation to comply with data protection requirements under the GDPR for employees

Ms/Mr

has been obliged to ensure that it is forbidden to process personal data without authorization.

Personal data may therefore only be processed if consent or a legal regulation allows processing or processing of this data is prescribed. The principles of the GDPR for the processing of personal data are set out in Art. 5 Para. 1 GDPR and essentially contain the following obligations:

Personal data must

- a) processed in a lawful manner and in a manner that is understandable for the data subject;
- b) collected for specified, explicit and legitimate purposes and may not be further processed in a manner incompatible with those purposes;
- c) be appropriate and substantial for the purpose and limited to what is necessary for the purposes of the processing ("data minimization");
- d) be factually correct and, if necessary, up to date; All reasonable measures must be taken to ensure that personal data that are incorrect with regard to the purposes for which they are processed are immediately deleted or corrected;
- e) are stored in a form that enables the identification of the data subjects only for as long as is necessary for the purposes for which they are processed;
- f) are processed in a manner that ensures adequate security of the personal data, including protection against unauthorized or unlawful processing and against accidental loss, destruction or damage through appropriate technical and organizational measures ("integrity and confidentiality");

Violations of this obligation can result in a fine and / or imprisonment. A violation can also represent a violation of contractual obligations or special confidentiality obligations. (Civil law) claims for damages can also result from culpable violations of this obligation. Your confidentiality obligation resulting from the employment or service contract or separate agreements is not affected by this declaration.

The obligation continues to apply even after the end of the activity.

I confirm this commitment. I have received a copy of the commitment.

---

Place, date

Signature of the person obliged

Signature of the person responsible

## 16. Appendix B

### Declaration of consent for the use of photographs

between

C-P-S Holding GmbH & Co. KG, Leopoldstr. 254, 80807 München

and \_\_\_\_\_

hereinafter referred to as "the person photographed":

#### Object

Photographic recordings of the person being photographed.

#### Usage

Publication on the Internet on the homepage, C-P-S intranet and in social networks for the decorative design of the website of C-P-S Holding GmbH & Co KG and its subsidiaries.

#### Explanation

The undersigned declares his consent to the use of photographic images of his person free of charge for the purposes described above. Use of the photographic recordings for purposes other than those described or placing them on the market by transferring the recordings to third parties is prohibited.

This consent is voluntary. If it is not granted, there are no disadvantages. This consent can be revoked at any time with effect for the future

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Place, date

Signature of the person obliged

**17. Appendix C****Obligation to comply with the data protection requirements according to the GDPR for subcontractors**

Ms/Mr

has been obliged to ensure that it is forbidden to process personal data without authorization. Personal data may therefore only be processed if consent or a legal regulation allows processing or processing of this data is prescribed. The principles of the GDPR for the processing of personal data are set out in Art. 5 Para. 1 GDPR and essentially contain the following obligations:

Personal data must

- a) processed in a lawful manner and in a manner that is understandable for the data subject;
- b) collected for specified, explicit and legitimate purposes and may not be further processed in a manner incompatible with those purposes;
- c) be appropriate and substantial for the purpose and limited to what is necessary for the purposes of the processing ("data minimization");
- d) be factually correct and, if necessary, up to date; All reasonable measures must be taken to ensure that personal data that are incorrect with regard to the purposes for which they are processed are immediately deleted or corrected;
- e) are stored in a form that enables the identification of the data subjects only for as long as is necessary for the purposes for which they are processed;
- f) are processed in a manner that ensures adequate security of the personal data, including protection against unauthorized or unlawful processing and against accidental loss, destruction or damage through appropriate technical and organizational measures ("integrity and confidentiality");

Violations of this obligation can result in a fine and / or imprisonment. A violation can also represent a violation of contractual obligations or special confidentiality obligations. (Civil law) claims for damages can also result from culpable violations of this obligation. Your confidentiality obligation resulting from the employment or service contract or separate agreements is not affected by this declaration.

The obligation continues to apply even after the end of the activity.

I confirm this commitment. I have received a copy of the commitment.

---

Place, date

Signature of the person obliged

Signature of the person responsible