

Data protection is important to us.  
we empower you GmbH  
VERSION 1.0.0 - 06/2023

---

The protection of personal data is important to us. Therefore, the processing of personal data is carried out in accordance with the applicable European and national legislation.

Of course, you can revoke your declaration(s) of consent at any time with effect for the future. To do so, please contact the person responsible in accordance with § 1.

The following statement provides an overview of what kind of data is collected, how this data is used and shared, what security measures we take to protect your data and how you can obtain information about the information you provide to us.

#### **Legal basis for the processing of personal data**

Insofar as we obtain the consent of the data subject for the processing of personal data, Art. 6 para. 1 S. 1 lit. a) EU General Data Protection Regulation (GDPR) as the legal basis. For the processing of personal data that is necessary for the performance of a contract to which the data subject is a party, Art. 6 (1) (b) GDPR serves as the legal basis. This also applies to processing operations that are necessary for the implementation of pre-contractual measures. Insofar as the processing of personal data is necessary for the fulfilment of a legal obligation to which we are subject, Art. 6 para. 1 S. 1 lit. c) GDPR as a legal basis. If the processing is necessary for the purposes of a legitimate interest of our company or of a third party and the interests, fundamental rights and freedoms of the data subject do not outweigh the first interest, Art. 6 para. 1 S.1 lit. f) GDPR as the legal basis for processing.

#### **Data deletion and storage period**

The personal data of the data subject will be deleted or blocked as soon as the purpose for which it was stored no longer applies. Storage may also take place if this has been provided for by the European or national legislator in EU regulations, laws or other regulations to which we are subject. The data will also be blocked or deleted if a storage period prescribed by the standards expires, unless there is a need for further storage of the data for the conclusion or fulfilment of a contract.

#### **The Data Controller**

##### **(1) 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 regulations is:

##### **we empower you GmbH**

Altrottstraße 31

D-69190 Walldorf

Oil: +49 6227 / 38 10 24

E-Mail: [kontakt@we-empower-you.de](mailto:kontakt@we-empower-you.de)

Website: <http://www.we-empower-you.de/>

#### **Definitions**

The Privacy Policy is based on the terms used by the European legislator when enacting the EU General Data Protection Regulation (hereinafter: "GDPR"). The privacy policy should be easy to read and understand. To ensure this, the most important terms are explained below:

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

**(b)** Data subject means any identified or identifiable natural person whose personal data is processed by the controller.

**(c)** processing means any operation or set of operations which is performed on personal data, whether by automated means, such as collection, recording, organization, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination: restriction, deletion, or destruction.

**(d)** profiling means any form of automated processing of personal data consisting in the use of such personal data to evaluate certain personal aspects relating to a natural person, to analyze aspects relating to that natural person's work performance, economic situation, health, personal preferences, interests, reliability, behavior, location or movement of that natural person, or predict.

**(e)** Pseudonymization means the processing of personal data in such a way that the personal data can no longer be attributed to a specific data subject without the use of additional information, provided that such additional information is kept separately and is subject to technical and organizational measures to ensure that the personal data are not attributed to an identified or identifiable natural person.

**(f)** The controller or controller is the natural or legal person, public authority, agency, or other body which, alone or jointly with others, determines the purposes and means of the processing of personal data. Where the purposes and means of such processing are determined by Union law or the law of the Member States, the controller or the specific criteria for its designation may be provided for by Union law or the law of the Member States.

**(g)** Processor means a natural or legal person, public authority, agency, or other body that processes personal data on behalf of the controller

**(h)** Recipient means a natural or legal person, public authority, agency, or other body to which personal data is disclosed, whether it is a third party. However, public authorities that may receive personal data in the context of a specific investigative mandate under Union or Member State law are not considered recipients.

**(i)** Third party means a natural or legal person, public authority, agency or body other than the data subject, the controller, the processor and the persons who, under the direct authority of the controller or the processor, are authorized to process the personal data.

**(j)** Consent means any freely given, informed and unambiguous indication of the data subject's wishes, in the form of a statement or other unambiguous affirmative action, by which the data subject indicates that he or she consents to the processing of personal data concerning him/her.

### **Provision of the website and creation of log files**

**(1)** If you use the website for informational purposes only, i.e. if you do not register or otherwise transmit information to us, we automatically collect the following data and information from the computer system of the accessing computer each time you visit the website:

- a) Domain
- b) IP address
- c) Information about the type of browser and the version used
- d) The user's operating system
- e) Date and time of access
- f) Content of the views (specific pages)
- g) Amount of data transferred in each case
- h) Language and version of the browser software
- i) Names of downloaded files

The data is also stored in the log files of our system. This data is not stored together with other personal data of the user.

**(2)** The legal basis for the temporary storage of log files is Art. 6 para. 1 sentence lit. f) GDPR.

**(3)** The temporary storage of the IP address by the system is necessary in order to:

- a) to enable the website to be delivered to the user's computer. For this purpose, the user's IP address must be stored for the duration of the session.
- b) optimize the content of our website as well as the advertising for it
- c) to ensure the functionality of our information technology systems and the technology of our website

d) To provide law enforcement authorities with the information necessary for prosecution in the event of a cyber attack

The data is stored in log files in order to ensure the functionality of the website. In addition, we use the data to optimize the website and to ensure the security of our information technology systems. In this context, the data is not evaluated for marketing purposes. These purposes also constitute our legitimate interest in data processing in accordance with Art. 6 para. 1 sentence 1 lit. f) GDPR.

**(4)** The data will be deleted as soon as they are no longer required to achieve the purpose for which they were collected – in this case, at the end of the usage process. In the case of storing the data in log files, this is the case after seven days at the latest. Storage beyond this is possible. In this case, the IP addresses are deleted or anonymized so that it is no longer possible to assign the calling client.

**(5)** The collection of data for the provision of the website and the storage of the data in log files is necessary for the operation of the website, which is why there is no possibility of objection.

### **Use of cookies**

**(1)** This website uses so-called cookies. Cookies are small text files that are sent to your browser by a web server as soon as you visit a website and stored locally on your device (PC, notebook, tablet, smartphone, etc.) and are stored on your computer and provide the user (i.e. us) with certain information. Cookies are used to make the website more customer-friendly and secure, to collect usage-related information, such as e.g. frequency and number of users of the pages and as well as site usage behaviors. Cookies do not cause any damage to the computer and do not contain viruses. This cookie contains a characteristic string of characters (so-called cookie ID) that allows the browser to be uniquely identified when the website is called up again.

**(2)** We use cookies to make our website more user-friendly. Some elements of our website require that the accessing browser can be identified even after a page change. The following data is stored and transmitted in the cookies:

Deciding whether to hide the modal window.

Deciding whether to hide cookie info.

The legal basis for the processing of personal data using cookies is Art. 6 para. 1 sentence 1 lit. f) GDPR.

**(3)** The purpose of using technically necessary cookies is to make it easier for you to use websites. Some functions of our website cannot be offered without the use of cookies. For this, it is necessary that the browser is recognized even after a page change. We need cookies for the following applications:  
Hiding the Cookie Notice and Info Box

**(4)** Cookies remain stored even if the browser session is terminated and can be recalled when the site is visited again. However, cookies are stored on your computer and transmitted from it to our site.

Therefore, you also have full control over the use of cookies. If you do not want data to be collected via cookies, you can use the menu under "Settings" to set your browser so that you are informed about the setting of cookies or to exclude the setting of cookies in general or to delete cookies individually. Please note, however, that if cookies are disabled, the functionality of this website may be limited. As far as session cookies are concerned, they will be automatically deleted after leaving the website anyway.

### **Registration for events – will be set up in the future**

**(1)** We offer you the opportunity to register for our events on our website. To do this, you need to provide a valid e-mail address and your salutation and name as well as your company so that we know who submitted the application and to be able to process it. Further information can be provided voluntarily. Shortly before the date of the event, we will send you a reminder by e-mail to inform you of the upcoming event. As a matter of principle, the data entered will not be passed on to third parties, unless there is a legal obligation to pass it on or the disclosure serves the purpose of criminal or legal prosecution.

**(2)** We process your personal data in accordance with Art. 6 para. 1 sentence 1 lit. a) GDPR based on your voluntarily given consent. We log the registration procedure (IP address and time of registration) based on our legitimate interest in accordance with Art. 6 para. 1 sentence 1 lit. f) GDPR. This is

necessary to provide you with a secure and legally compliant registration system. The transfer of data to our event partner takes place based on our legitimate interest in accordance with Art. 6 para. 1 sentence 1 lit. f) GDPR, as in these cases we can only offer you the organization of the event in cooperation with our partner.

**(3)** The personal data collected will be deleted as soon as they are no longer required to achieve the purpose for which they were collected. If you have also consented to receive further information in the future, we will delete your data if you withdraw your consent to this. We will delete your personal data in the cases, unless further processing of the data is necessary for the exercise of the right to freedom of expression and information, for compliance with a legal obligation, for reasons of public interest or for the establishment, exercise, or defense of legal claims. We store unsubscribed e-mail addresses for up to free years based on our legitimate interests to be able to prove a previously given consent. In doing so, we ensure that the data is only processed for the purpose of a possible defense against claims.

## **Disclosure of personal data to third parties**

### **1. Links to external websites**

This website contains links to external sites. We are responsible for our own content. We have no influence on the content of external links and are therefore not responsible for them, we do not adopt their content as our own. If you are directed to an external site, the privacy policy provided there applies. If you notice any illegal activities or content on this site, you are welcome to point this out to us. In this case, we will review the content and respond accordingly (notice and take-down procedure).

## **PRIVACY POLICY ON THE APPLICATION AND USE OF LINKEDIN**

The controller has integrated components of LinkedIn Corporation on this website. LinkedIn is an internet-based social network that allows users to connect with existing business contacts and make new business contacts. Over 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 United States. Each time our website is accessed, which is equipped with a LinkedIn component (LinkedIn plug-in), this component causes the browser used by the data subject to download a corresponding representation of the component from LinkedIn. More information about the LinkedIn plug-ins can be found at

<https://developer.linkedin.com/plugins>. As part of this technical procedure, LinkedIn receives information about which specific sub-page of our website is visited by the data subject. If the data subject is logged in to LinkedIn at the same time, LinkedIn recognizes which specific sub-page of our website the data subject is visiting each time the data subject accesses our website and for the entire duration of the respective stay on our website. This information is collected by the LinkedIn component and assigned by LinkedIn to the respective LinkedIn account of the data subject. If the data subject clicks on a LinkedIn button integrated on our website, LinkedIn assigns this information to the personal LinkedIn user account of the data subject and stores this personal data. LinkedIn always receives information via the LinkedIn component that the data subject has visited our website if the data subject is logged in to LinkedIn at the same time as accessing our website; this takes place regardless of whether the data subject clicks on the LinkedIn component or not. If the data subject does not want this information to be transmitted to LinkedIn in this way, he or she can prevent the transmission by logging out of his or her LinkedIn account before accessing our website. LinkedIn offers, **among** <https://www.linkedin.com/psettings/guest-controls>, the option to unsubscribe from email messages, SMS messages and targeted ads, as well as to manage ad preferences. LinkedIn also uses partners such as Quantcast, Google Analytics, BlueKai, DoubleClick, Nielsen, Comscore, Eloqua and Lotame who may set cookies. Such cookies can be rejected under

<https://www.linkedin.com/legal/cookie-policy>. LinkedIn's applicable privacy policy is available at <https://www.linkedin.com/legal/privacy-policy>. LinkedIn's cookie policy is available at <https://www.linkedin.com/legal/cookie-policy>.

## **Audio & Video Conferencing**

### **Data processing**

To communicate with our customers, we use, among other things, online conference tools. The specific tools we use are listed below. If you communicate with us via video or audio conference via the Internet, your personal data will be collected and processed by us and the provider of the respective conference tool.

The conferencing tools collect all data that you provide/use for the use of the tools (e-mail address and/or your telephone number). Furthermore, the conference tools process the duration of the conference, the start and end (time) of participation in the conference, the number of participants and other "contextual information" related to the communication process (metadata). Furthermore, the provider of the tool processes all technical data that is necessary for the processing of online communication. This includes, but is not limited to, IP addresses, MAC addresses, device IDs, device type, operating system type and version, client version, camera type, microphone or speaker, and the type of connection.

Insofar as content is exchanged, uploaded, or made available in any other way within the tool, it is also stored on the servers of the tool providers. Such content includes, but is not limited to, cloud recordings, chat/instant messages, voicemails, uploaded photos and videos, files, whiteboards, and other information shared while using the Service.

Please note that we do not have full influence on the data processing operations of the tools used. Our options are largely based on the corporate policy of the respective provider. Further information on data processing by the conference tools can be found in the privacy policies of the respective tools used, which we have listed below this text.

### **Purpose and legal basis**

The conference tools are used to communicate with prospective or existing contractual partners or to offer certain services to our customers (Art. 6 para. 1 sentence 1 lit. b GDPR).

Furthermore, the use of the tools serves to generally simplify and accelerate communication with us or our company (legitimate interest within the meaning of Art. 6 (1) (f) GDPR). Insofar as consent has been requested, the use of the relevant tools is based on this consent; the consent can be revoked at any time with effect for the future.

### **Storage period**

The data collected directly by us via the video and conferencing tools will be deleted from our systems as soon as you request us to delete it, revoke your consent to storage or the purpose for which the data was stored no longer applies. Stored cookies remain on your device until you delete them. Mandatory statutory retention periods remain unaffected.

We have no influence on the storage period of your data, which is stored by the operators of the conference tools for their own purposes. For details, please contact the operators of the conference tools directly.

## **Conferencing tools used**

### **We use the following conferencing tools:**

#### **Microsoft Teams**

We use Microsoft Teams. The provider is Microsoft Corporation, One Microsoft Way, Redmond, WA 98052-6399, USA. Details on data processing can be found in the privacy policy of Microsoft Teams: <https://privacy.microsoft.com/de-de/privacystatement>.

#### **Conclusion of a contract for data processing**

We have concluded a contract with the provider of Microsoft Teams for order processing and fully implement the strict requirements of the German data protection authorities when using Microsoft Teams.

## **Web analysis by Google Analytics (with pseudonymization)**

On our website, we use the service of Google LLC (Google LLC, 1600 Amphitheatre Parkway Mountain View, CA 94043, USA) to analyze the surfing behavior of our users. The software places a cookie on your computer (see § 4 for cookies). If individual pages of our website are accessed, the following data is stored:

Two bytes of the IP address of the user's accessing system

The website accessed

Entry pages, exit pages,

The time spent on the website and the abandonment rate

The frequency of visits to the website

Country of origin and regional origin, language, browser, operating system, screen resolution, use of Flash or Java

Search engines used and search terms used

The information generated by the cookie about the use of this website by users is usually transmitted to a Google server in the USA and stored there.

The legal basis for the processing of personal data is Art. 6 para. 1 sentence 1 lit. a) GDPR.

On our behalf, Google will use this information to evaluate your use of the website and to compile reports on website activity. By evaluating the data obtained, we are able to compile information about the use of the individual components of our website. This helps us to constantly improve our website and its user-friendliness.

The data will be deleted as soon as it is no longer needed for our recording purposes. In our case, this is the case after 18 months.

The cookies used are stored on your computer and transmitted from it to our site. If you do not agree to the collection and evaluation of usage data, you can prevent this by selecting the appropriate settings in your browser software by deactivating or restricting the use of cookies. Cookies that have already been stored can be deleted at any time. However, in this case, you may not be able to use all the functions of this website to their full extent. 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) to Google and the processing of this data by Google by downloading and installing the browser plugin available under the following link. The current link is: <http://tools.google.com/dlpage/gaoptout?hl=de>. You have the right to withdraw your consent to the processing of your personal data at any time. If you contact us by e-mail, you can object to the storage of your personal data at any time. Regarding the revocation of consent/objection to storage, we ask you to contact the controller in accordance with § 1 by e-mail or post.

The controller is Google Ireland Ltd., Gordon House, 4 Barrow Street, Dublin, Ireland, Fax: +353 (1) 436 1001. Further information can be found in the Terms of Use under

[www.google.com/analytics/terms/de.html](http://www.google.com/analytics/terms/de.html), in the overview of data protection under

[www.google.com/intl/de/analytics/learn/privacy.html](http://www.google.com/intl/de/analytics/learn/privacy.html) sowie in the Privacy Policy under

[www.google.de/intl/de/policies/privacy.&nbsp;";](http://www.google.de/intl/de/policies/privacy.&nbsp;)

### **SSL encryption**

This site uses SSL encryption for security reasons and to protect the transmission of confidential content, such as the inquiries you send to us as the site operator. You can recognize an encrypted connection by the fact that the address bar of the browser changes from "http://" to "https://" and by the lock symbol in your browser line. If SSL encryption is activated, the data you transmit to us cannot be read by third parties.

### **Rights of the data subject**

If your personal data is processed, you are a data subject within the meaning of the GDPR and you have the following rights vis-à-vis the controller:

Right of access

Right to rectification

Right to restriction of processing

Right to erasure

Right to information



Right to dataportability

Right to object to processing

Right to withdraw consent under data protection law

Right not to apply an automated decision

Right to lodge a complaint with a supervisory authority

### **Rights**

**(1)** You may request confirmation from the controller as to whether personal data concerning you is being processed by us. In the event of such processing, you may at any time request that the controller provide you with information free of charge about the personal data stored about you as well as the following information:

a) the purposes for which the personal data are processed;

b) the categories of personal data that are processed;

c) the recipients or categories of recipients to whom the personal data concerning you have been or will be disclosed;

(d) the envisaged period for which the personal data concerning you will be stored or, if it is not possible to provide specific information, criteria for determining the retention period;

e) the existence of a right to rectification or erasure of personal data concerning you, a right to restriction of processing by the controller or a right to object to such processing;

(f) the existence of a right to lodge a complaint with a supervisory authority;

g) all available information on the origin of the data, if the personal data are not collected from the data subject;

h) the existence of automated decision-making, including profiling, pursuant to Art. 22(1) and (4) GDPR and, at least in these cases, meaningful information about the logic involved, as well as the scope and intended effects of such processing for the data subject.

**(2)** You have the right to request information as to whether your personal data is being transferred to a third country or to an international organization. In this context, you may request to be informed of the appropriate safeguards pursuant to Art. 46 GDPR in connection with the transfer.

### **Right to rectification**

You have the right to have it rectified and/or completed without undue delay vis-à-vis the Data Controller, provided that the personal data concerning you are processed is incorrect or incomplete.

### **Right to restriction of processing**

**(1)** Under the following conditions, you may obtain from the controller the immediate restriction of the processing of your personal data:

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

b) the processing is unlawful, and you oppose the erasure of the personal data and request the restriction of the use of the personal data instead;

c) the controller no longer needs the personal data for the purposes of the processing, but you need them for the establishment, exercise, or defense of legal claims, or

d) if you have objected to the processing pursuant to Art. 21 (1) GDPR and it has not yet been determined whether the legitimate reasons of the controller outweigh your reasons.

**2.** Where the processing of your personal data has been restricted, those data may only be processed with your consent or for the establishment, exercise, or defense 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, with the exception of their storage. If the restriction of processing has been restricted in accordance with the above-mentioned conditions, you will be informed by the controller before the restriction is lifted.

### **Right to erasure**

**(1)** You may request the controller to erase the personal data concerning you without undue delay, provided that one of the following grounds applies:

a) The personal data concerning you are no longer necessary for the purposes for which they were collected or otherwise processed.

- b) You withdraw your consent on which the processing was based pursuant to Art. 6(1)(a) or Art. 9(2)(a) GDPR, and there is no other legal basis for the processing.
- c) 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.
- d) Your personal data has been unlawfully processed.
- e) The erasure of your personal data is necessary for compliance with a legal obligation under Union or Member State law to which the controller is subject;
- f) The personal data concerning you have been collected in relation to information society services offered in accordance with Article 8(1) of the GDPR.

**(2)** If the controller has made the personal data concerning you public and is obliged to erase them pursuant to Art. 17 (1) GDPR, it shall take appropriate measures, including technical measures, taking into account the available technology and the costs of implementation, to inform data controllers who process the personal data that you, as the data subject, have requested from them the deletion of all links to such personal data or from copies or replications of such personal data.

**(3)** The right to erasure does not exist insofar as the processing is necessary

- (a) to exercise the right to freedom of expression and information;
- b) for compliance with a legal obligation requiring processing under 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;
- c) for reasons of public interest in the field of public health pursuant to Art. 9(2)(h) and (i) and Art. 9(3) GDPR;
- d) for archiving purposes in the public interest, scientific or historical research purposes or for statistical purposes pursuant to Art. 89 (1) GDPR, insofar as the right referred to in section a) is likely to render impossible or seriously impair the achievement of the objectives of such processing, or
- e) to establish, exercise or defend legal claims.

#### **Right to information**

If you have asserted the right to rectification, erasure or restriction of processing vis-à-vis the controller, the controller is obliged to notify all recipients to whom the personal data concerning you have been disclosed of this rectification/erasure/restriction of processing, unless this proves impossible or involves disproportionate effort. You have the right vis-à-vis the controller to be informed of these recipients.

#### **Right to data portability**

**(1)** You have the right to receive the personal data concerning you that you have provided to the controller in a structured, commonly used and machine-readable format. In addition, you have the right to transmit this data to another controller without hindrance from the controller to whom the personal data has been provided, provided that:

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

**(2)** In exercising this right, you also have the right to have your personal data transmitted directly from one controller to another controller, insofar as this is technically feasible. The freedoms and rights of other persons must not be impaired by this.

**3.** The right to data portability shall not apply to processing of personal data which 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.

**(4)** In order to exercise the right to data portability, the data subject may contact the controller at any time.

#### **Right to object**

**(1)** You have the right to object, on grounds relating to your particular situation, at any time to the processing of your personal data which is carried out on the basis of Article 6 (1) (e) or (f) of the GDPR; this also applies to profiling based on these provisions.



**(2)** The controller shall no longer process your personal data unless it can demonstrate compelling legitimate grounds for the processing which outweigh your interests, rights and freedoms, or the processing serves to assert, exercise or defend legal claims.

**(3)** If your personal data is processed for the purpose of direct marketing, you have the right to object at any time to the processing of your personal data for the purpose of such advertising, including profiling insofar as it is related to such direct marketing. If you object to the processing for direct marketing purposes, the personal data concerning you will no longer be processed for these purposes.

**4.** Notwithstanding Directive 2002/58/EC, you shall have the possibility to exercise your right to object in relation to the use of information society services by means of automated procedures using technical specifications.

**(5)** In order to exercise the right to object, the data subject may contact the controller directly.

#### **Right to revoke the declaration of consent under data protection law**

You have the right to revoke your declaration of consent under data protection law at any time. The withdrawal of consent does not affect the lawfulness of the processing carried out based on the consent before its withdrawal. You can contact the controller for this purpose.

#### **Automated decision-making on a case-by-case basis, including profiling**

**(1)** You have the right not to be subject to a decision based solely on automated processing, including profiling, which produces legal effects concerning you or similarly significantly affects you. This does not apply if the decision.

- a) is necessary for the conclusion or performance of a contract between you and the controller,
- (b) is permitted by Union or Member State law to which the controller is subject, and that legislation contains appropriate measures to safeguard your rights and freedoms and legitimate interests, or
- c) with your explicit consent.

**(2)** However, these decisions may not be based on special categories of personal data pursuant to Art. 9 (1) GDPR, unless Art. 9 (2) (a) or (g) GDPR applies, and appropriate measures have been taken to protect the rights and freedoms as well as your legitimate interests.

**3.** Regarding the cases referred to in (1) and (3), the Controller shall take reasonable measures to safeguard the rights and freedoms and your legitimate interests, including at least the right to obtain the intervention of a person on the part of the Controller, to express one's own point of view and to contest the decision.

**(4)** If the data subject wishes to exercise rights in relation to automated decision-making, he or she may contact the controller at any time.

#### **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 the Member State 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 to which the complaint was lodged shall inform the complainant of the status and outcome of the complaint, including the possibility of a judicial remedy under Art. 78 GDPR.

#### **Changes to the Privacy Policy**

We reserve the right to change our privacy practices and this policy to adapt to changes in relevant laws or regulations or to better meet your needs. Any changes to our privacy practices will be posted here. Please note the current version date of the privacy policy.