

DATA PROTECTION DECLARATION of BYTEC Medizintechnik GmbH regarding applications

We are pleased that you would like to apply to us. In the following, we explain how we process your personal data in the context of an application and provide further relevant information in this context.

In the following, we will inform you about the various purposes for which we process personal data, the legal basis on which such processing takes place and how long we store the data.

Where we obtain the consent of the data subject for the processing of personal data, Article 6 (1) lit. a of the EU Basic Data Protection Regulation (GDPR) serves as the legal basis for the processing of personal data. Art. 6 (1) lit. b GDPR serves as a legal basis for the processing of personal data required for the performance of a contract to which the data subject is a party. This shall also apply to processing operations necessary for the implementation of pre-contractual measures. If the processing of personal data is necessary to fulfill a legal obligation to which our company is subject, Art. 6 (1) lit. c GDPR serves as the legal basis. If the processing is necessary to safeguard a legitimate interest of our company or a third party and if the interests, fundamental rights and fundamental freedoms of the data subject do not outweigh the first-mentioned interest, Art. 6 (1) lit. f GDPR serves as the legal basis for the processing.

1. Who is responsible for the processing of your personal data?

BYTEC Medizintechnik GmbH (hereinafter referred to as "we") is responsible within the meaning of the EU Data Protection Basic Regulation ("GDPR").

2. Data Protection Officer

For all questions relating to the processing of your personal data and the exercise of your rights in accordance with the GDPR, please contact our data protection officer.

You can reach the company data protection officer of BYTEC Medizintechnik GmbH at:

E-Mail: datenschutz@bytecmed.de

3. For what purposes and on what legal basis do we process personal data?

We process personal data about you for the purpose of conducting the application process, in particular to review your application and to decide whether to enter into an employment relationship with us.

The legal basis for this is Article 6(1)(b) of the GDPR. According to this provision, the processing of personal data is lawful to the extent that it is necessary for the implementation of pre-contractual measures taken at the request of the data subject. The processing of your application data is necessary to review your application and to decide whether to establish an employment relationship with you.

Furthermore, we may process personal data about you to the extent necessary to assert, exercise, or defend legal claims, or to defend against claims asserted against us arising from the application process. The legal basis for this is Article 6(1), first sentence, letter f of the GDPR. Our legitimate interest lies, in particular, in safeguarding our legal interests and in fulfilling any obligations to provide information and evidence, for example, in proceedings under the General Equal Treatment Act (AGG).

If an employment relationship is established between you and us, we may continue to process the personal data already received from you for the purposes of carrying out the employment relationship, to the extent necessary for this purpose. The legal basis for this is Article 6(1), sentence 1, letter b of the GDPR. According to this provision, the processing of personal data is lawful to the extent that it is necessary for the performance of a contract to which the data subject is a party.

4. Which categories of personal data do we process?

We process data related to your application. This may include general information about you (such as your name, address and contact details), information about your professional qualifications and schooling or information about professional development or other information you provide to us in connection with your application. In addition, we may process job-related information made publicly available by you, such as a profile on professional social media networks.

5. Which categories of recipient data are there?

We may transfer your personal data to companies affiliated with us insofar as this is permissible within the framework of the purposes and legal bases set out in Section 3. Otherwise, personal data will be processed on our behalf on the basis of contracts pursuant to Art. 28 GDPR, in particular by host providers or providers of applicant management systems.

6. Is the transfer to a third country intended?

A transfer to a third country is not intended.

7. How long will your data be stored?

We store your personal data for as long as is necessary to make a decision about your application. If an employment relationship between you and us is not established, we may also further store data to the extent necessary to defend against possible legal claims.

Application documents of rejected applicants will be deleted 6 months after rejection. The legal basis is Art. 6 para. 1 sentence 1 lit. f GDPR. The retention serves in particular as evidence in the event of a legal dispute, cf. § Section 15 para. 4 AGG.

If it is apparent that the data will be required after the 6-month period has expired (e.g. due to an impending or pending legal dispute), it will only be deleted when the purpose for further storage no longer applies.

Longer storage may also take place if you have given your consent (Art. 6 para. 1 sentence 1 lit. a GDPR).

8. What rights do you have?

As an applicant with us, you have the following data protection rights, depending on the situation in the individual case, for the exercise of which you can contact us or our data protection officer at any time under the data mentioned in paragraphs 1 and 2:

a. Information

You have the right to obtain information about your personal data processed by us and to request access to your personal data and/or copies thereof. This includes information on the purpose of the use, the category of data used, their recipients and authorised persons and, if possible, the planned duration of the data storage or, if this is not possible, the criteria for determining this duration;

b. Correction, erasure or limitation of processing

You have the right to demand from us immediately the correction of incorrect personal data concerning you. Taking into account the purposes of the processing, you have the right to request the completion of incomplete personal data - also by means of a supplementary declaration.

c. Right of objection

INSOFAR AS WE BASE THE PROCESSING OF YOUR PERSONAL DATA ON THE BALANCING OF INTERESTS PURSUANT TO ART. 6 ABS. 1 LIT. F GDPR, YOU MAY OBJECT TO THE PROCESSING. WHEN EXERCISING SUCH AN OBJECTION, WE ASK YOU TO EXPLAIN THE REASONS WHY WE SHOULD NOT PROCESS YOUR PERSONAL DATA AS WE HAVE DONE. IN THE EVENT OF YOUR JUSTIFIED OBJECTION, WE WILL EXAMINE THE SITUATION AND EITHER DISCONTINUE OR ADAPT THE DATA PROCESSING OR POINT OUT TO YOU OUR COMPELLING REASONS WORTHY OF PROTECTION ON THE BASIS OF WHICH WE WILL CONTINUE THE PROCESSING.

IF YOU WISH TO EXERCISE YOUR RIGHT OF REVOCATION (PROVIDED YOU HAVE GIVEN YOUR CONSENT) OR YOUR RIGHT TO OBJECT, SIMPLY SEND AN E-MAIL TO DATENSCHUTZ@BYTECMED.DE.

d. Right of Withdrawal

If the processing is based on a consent, you have the right to revoke the consent at any time, without affecting the legality of the processing based on the consent up to the revocation. You can contact us or our data protection officer at any time at the above data.

e. Right to deletion

You have the right to request that we delete any personal information about you immediately and we are obligated to delete any personal information immediately if any of the following reasons apply:

- Personal data are no longer necessary for the purposes for which they were collected or otherwise processed.
- You object to the processing in accordance with point 8.c above and there are no overriding legitimate reasons for the processing.
- Personal data have been 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 we are subject.

This does not apply if processing is necessary:

- to fulfill a legal obligation which processing requires under the law of the Union or of the Member States to which we are subject.
- to assert, exercise or defend legal claims.

f. Right to limitation of processing

You have the right to demand that we restrict processing if one of the following conditions is met:

- the accuracy of the personal data is disputed by you for a period of time that allows us to verify the accuracy of the personal data,
- the processing is unlawful, and you refuse to delete the personal data and instead request the restriction of the use of the personal data;
- we no longer need the personal data for the purposes of processing, but you need it to assert, exercise or defend legal claims, or
- you have objected to the processing under paragraph 8.c above as long as it is not yet clear whether our legitimate reasons outweigh yours.

Where processing has been restricted in accordance with this point (e), such personal data shall not be processed, other than with your consent or for the purpose of asserting, exercising or defending legal rights or protecting the rights of another natural or legal person or for reasons of an important public interest of the Union or of a Member State, except where they are stored.

If you have obtained a restriction on processing, we will inform you before the restriction is lifted.

g. Right of appeal

Without prejudice to any other administrative or judicial remedy, you have the right to complain to a supervisory authority, in particular in the Member State in which you are staying, at your place of work or at the place where the alleged infringement is alleged, if you consider that the processing of your personal data is contrary to the GDPR. The competent authority for us is the State Commissioner for Data Protection and Freedom of Information of North Rhine-Westphalia, Postfach 20 04 44, 40102 Düsseldorf, Germany.

9. Necessity of the provision of personal data

The provision of personal data is neither required by law nor by contract, nor are you obliged to provide the personal data. However, the provision of personal information is required to enter into an employment contract with us. This means that if you do not provide us with any personal data in an application, we will not enter into an employment relationship with you.

10. No automated decision making

There is no automated decision in individual cases within the meaning of Art. 22 GDPR, i.e. the decision on your application is not based on automated processing.

11. Encrypted data transmission

You can also send us your application documents in encrypted form. If you make use of this type of data transmission, you must provide us with the password for decryption in a separate e-mail or by telephone.

12. Cookies

In order to technically guarantee your visit to our website and to enable the use of certain functions, we use so-called cookies on various pages on the basis of § 25 para. 2 no. 2 TDDDG in connection with Art. 6 para. 1 sentence 1 lit. f GDPR and § 25 para. 1 TDDDG in connection with Art. 6 para. 1 sentence 1 lit. a GDPR. These are small files that your browser automatically creates and that are stored on your end device (laptop, tablet, smartphone, etc.) when you visit our website. Cookies do not cause any damage to your end device and do not contain any viruses, Trojans or other malware.

Information is stored in the cookie that results in each case in connection with the specific end device used. However, this does not mean that we gain direct knowledge of your identity.

We use technically necessary cookies to provide the basic functions of our website and to ensure its operation. Some features of our website cannot be provided - or cannot be provided in full - without the use of these cookies. In particular, this requires that your browser be recognized even after you navigate to another page, or that the settings you have chosen are saved.

You can find an overview of the cookies, local storage entries, and similar technologies used on our website - including their names, providers, purposes, categories, and storage durations - in our cookie table at: <https://www.bytecmed.com/de/cookie-list/>.

Technically necessary cookies:

a) TYPO3

We use the TYPO3 content management system for the technical operation and administration of our website. TYPO3 is published by the TYPO3 Association, Rathausstraße 14, CH-6340 Baar, Switzerland.

TYPO3 is used for the technical presentation, control, and management of our website's content. As part of website operations, technically necessary cookies may be used, which serve in particular to manage sessions, recognize backend logins, securely provide backend functions, and protect against malicious requests, especially cross-site request forgery (CSRF) attacks.

In particular, the following data may be processed: browser information, date and time of the visit, IP address, operating system of the device used, referrer URL, and the hostname of the accessing computer.

The legal basis for storing technically necessary cookies or accessing information on your device is Section 25(2)(2) of the German Telemedia Act (TDDDG). To the extent that personal data is processed in this context, the processing is based on Article 6(1)(f) of the General Data Protection Regulation (GDPR). Our legitimate interest lies in the technical provision, secure administration, and functionality of our website, as well as in protection against malicious requests.

For more information, please see the TYPO3 Association's privacy policy at:

<https://typo3.org/privacy-policy/>.

b) Cookie Consent Manager CCM19

We use the Cookie Consent Manager CCM19 on our website as a technically necessary consent management tool to manage and document your cookie and service settings. The publisher of this service is BYTEC Medizintechnik GmbH, Hermann-Hollerith-Str. 11, 52249 Eschweiler, Germany.

CCM19 is required to obtain, store, and manage your consent to the use of cookies, local storage entries, and similar technologies. Using the consent tool, you can specify which categories of services you wish to consent to. Your selection is saved so that your cookie and service settings can be taken into account and applied the next time you visit the website.

In particular, the following data may be processed: cookie and service settings, consent status, date and time of consent or changes to settings, browser information, device information, and technical information related to consent management.

The legal basis for storing cookie and service settings on your device and for accessing them is Section 25(2)(2) of the German Telemedia Act (TDDDG) in conjunction with Article 6(1)(f) of the General Data Protection Regulation (GDPR). The use of CCM19 is necessary to store the selections you have made, to take them into account when you visit other pages, and to technically implement consent management. In particular, the processing serves to manage your consent decisions and to implement the granting, refusal, or revocation of consent in a traceable manner.

Analysis / Statistics

Below, we list the cookies that are used only with your prior consent pursuant to Section 25(1) of the TDDDG in conjunction with Article 6(1), sentence 1, subparagraph (a) of the GDPR (which can be obtained and revoked via our cookie banner):

13. Web Tracking / Web Analytics with Matomo

We use the web analytics tool Matomo on our website to analyze and optimize our website. Matomo is hosted and operated by BYTEC Medizintechnik GmbH itself. The data collected in this process is not transmitted to Matomo or any other external providers.

Matomo is used to analyze the usage of our website. This allows us to understand how our website is used, which pages and content are accessed, and how we can improve our website in terms of both technology and content.

We use Matomo without employing personal tracking cookies. We have disabled the use of tracking cookies, which is enabled by default in Matomo's basic configuration, to ensure a particularly privacy-friendly process. Matomo truncates or anonymizes IP addresses so that visitors cannot be directly identified. The anonymized statistical data is stored separately from other personal data and does not allow any conclusions to be drawn about a specific individual.

The following data may be processed in this context:

- **Truncated IP address:** anonymized audience measurement and statistical analysis of website usage. Type: Analysis / Statistics. Retention period: 90 days.
- **Time and duration of the visit:** statistical analysis of the frequency and duration of website usage. Type: Analysis / Statistics. Retention period: 90 days.
- **Pages and files accessed:** statistical analysis of which content and sections of the website are used. Type: Analysis / Statistics. Retention period: 90 days.
- **Referrer URL:** analysis of which website users came from to access the website. Type: Analysis / Statistics. Retention period: 90 days.
- **Search terms:** Analysis of which search terms users used to access the website or which terms were used in the internal search. Type: Analysis / Statistics. Retention period: 90 days.
- **Clicks on external links:** Statistical tracking of which external websites are accessed via links on the website. Type: Analysis / Statistics. Retention period: 90 days.
- **System information:** Statistical analysis of the technical use of the website, specifically operating system, browser, browser language, device type, and screen resolution. Type: Analysis / Statistics. Retention period: 90 days.



The legal basis for the use of Matomo and the storage of or access to information on your device is your consent pursuant to Section 25(1) of the TDDDG. The subsequent processing of personal data is based on your consent pursuant to Article 6(1)(a) of the GDPR. You may revoke your consent at any time with future effect via the cookie settings.

The anonymized log data is deleted as soon as it is no longer required for our analysis purposes. This occurs after 90 days. Afterward, only the aggregated reports generated from this data are processed.

You have the option to object to the collection of data regarding your visit for analytical purposes. In this case, an opt-out will be set, which signals to our system that the data from your visit to our website should not be stored for analytical purposes.

Information About Google Services

We use various services provided by Google Ireland Limited ("Google"), Gordon House, Barrow Street, Dublin 4, Ireland, on our website. You can find more detailed information about the individual Google services used on this website in the following sections of this Privacy Policy.

The integration of Google services may result in the processing of information about your use of our website. Depending on the service used, this may include, in particular, log data, IP address, browser and device information, location information, cookie IDs, unique identifiers, usage data, and information from cookies and similar technologies. The specific data processed depends on the Google service used and your settings.

If you are signed in to your Google Account, Google may associate the processed information with your Google Account and treat it as personal data. You can limit this association, in particular, by signing out of your Google Account before visiting our website or by adjusting your privacy and advertising settings in your Google Account.

When using Google services, it cannot be ruled out that personal data may also be transferred to Google companies or Google servers outside the European Union or the European Economic Area, particularly to the United States. For data transfers to the United States, the EU-U.S. Data Privacy Framework constitutes an adequacy decision by the European Commission pursuant to Article 45 of the GDPR, provided that the respective recipient is certified under the EU-U.S. Data Privacy Framework. Google LLC is certified under the EU-U.S. Data Privacy Framework:

<https://www.dataprivacyframework.gov/list>

If a data transfer cannot be based on an adequacy decision, it may be based on appropriate safeguards in accordance with Article 46 of the GDPR, in particular the European Commission's Standard Contractual Clauses. Google provides information on the data transfer mechanisms it uses for this purpose.

For more information on data processing by Google, please see Google's privacy policy at <https://policies.google.com/privacy> and at <https://business.safety.google/privacy/>. Information on the technologies and types of cookies used by Google can be found at <https://policies.google.com/technologies/types>. Information about the privacy settings for your Google account can be found at <https://privacy.google.com/take-control.html>.

14. Google Ads Conversion Tracking

We use Google Ads Conversion Tracking on our website. The service provider is Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland.

Google Ads Conversion Tracking is used to measure the success of our advertising campaigns run through Google Ads. If you arrive at our website via a Google ad, we can track whether you subsequently perform an action on the website that we have defined - such as visiting a specific page, contacting us, or completing another conversion. This allows us to evaluate which ads, keywords, ad groups, or campaigns have led to specific user interactions.

In particular, the following data may be processed: date and time of the visit, IP address, referrer URL, browser type, browser language, cookie ID, user behavior, ads clicked, and web requests. This processing may be carried out, in particular, for the purposes of analysis, measuring the success of marketing campaigns, conversion tracking, conversion optimization, the delivery and personalization of advertisements, and the improvement of the service.

The legal basis for the use of Google Ads Conversion Tracking and the storage of or access to information on your device is your consent pursuant to Section 25(1) of the German Telemedia Act (TDDDG) in conjunction with Article 6(1)(a) of the General Data Protection Regulation (GDPR). You may revoke your consent at any time with future effect via the cookie settings.

In connection with the use of Google Ads Conversion Tracking, the transfer of personal data to Google companies and Google servers - including those in countries outside the European Union or the European Economic Area, particularly the United States - cannot be ruled out.

For more information on data processing by Google, please visit:
<https://business.safety.google/privacy/>.

15. Google Tag Manager

We use Google Tag Manager on our website. The service is provided by Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland.

Google Tag Manager is a tag management system that allows website tags to be centrally managed and integrated via a user interface. Tags are small pieces of code that can be used to control specific functions, services, or measurements on a website. In particular, Google Tag Manager can be used to specify when certain tags or scripts are triggered on our website.

Google Tag Manager is used for the technical management and control of website tags and integrated services. It enables the centralized integration, updating, and control of scripts, particularly for analytics, statistics, or marketing services. According to Google, Google Tag Manager itself does not create user profiles and generally does not store its own tracking cookies. To the extent that other services are integrated via Google Tag Manager, these services may in turn process data and use cookies or similar technologies. These services are described separately in this Privacy Policy.

In particular, technical and aggregated information regarding the triggering of tags may be processed. This processing is carried out for the purposes of tag management, the management of website tags and scripts, the technical control of integrated services, and ensuring a convenient and functional user experience on our website.

The legal basis for the use of Google Tag Manager is your consent pursuant to Section 25(1) of the German Telemedia Act (TDDDG) in conjunction with Article 6(1), sentence 1, letter a of the General Data Protection Regulation (GDPR), to the extent that services requiring consent are controlled or triggered via Google Tag Manager. You may revoke your consent at any time with future effect via the cookie settings.

In connection with the use of Google Tag Manager, the transfer of personal data to Google companies and Google servers - including those located in countries outside the European Union or the European Economic Area, particularly the United States - cannot be ruled out.

For more information on data processing by Google, please visit:

<https://business.safety.google/privacy/>.

16. Presence in social networks (social media)

We maintain online presences within social networks and process user data in this context in order to communicate with users active there or to offer information about us.

We would like to point out that user data may be processed outside the European Union. This may result in risks for the users because, for example, the enforcement of the users' rights could be made more difficult.

Furthermore, user data is usually processed within social networks for market research and advertising purposes. For example, usage profiles can be created based on the usage behavior and resulting interests of the users. The usage profiles can in turn be used, for example, to place advertisements within and outside the networks that presumably correspond to the interests of the users. For these purposes, cookies are usually stored on the users' computers, in which the usage behavior and interests of the users are stored. Furthermore, data independent of the devices used by the users may also be stored in the usage profiles (especially if the users are members of the respective platforms and are logged in to them).

For a detailed presentation of the respective forms of processing and the options to object (opt-out), we refer to the privacy statements and information provided by the operators of the respective networks.

In the case of requests for information and the assertion of data subject rights, we would also like to point out that these can be asserted most effectively with the providers. Only the providers have access to the users' data and can take appropriate measures and provide information directly. If you still need help, you can contact us.

Types of data processed: inventory data (e.g. names, addresses), contact data (e.g. e-mail, telephone numbers), content data (e.g. entries in online forms), usage data (e.g. websites visited, interest in content, access times), meta/communication data (e.g. device information, IP addresses).

Data subjects: Users (e.g., website visitors, users of online services).

Purposes of processing: contact requests and communication, tracking (e.g. interest/behavioral profiling, use of cookies), remarketing, reach measurement (e.g. access statistics, recognition of returning visitors).

Legal basis: Legitimate interests (Art. 6 para. 1 p. 1 lit. f. GDPR).

Services used and service providers:

LinkedIn: social network;

service provider: LinkedIn Ireland Unlimited Company, Wilton Place, Dublin 2, Ireland;

website: <https://www.linkedin.com>;

privacy policy: <https://www.linkedin.com/legal/privacy-policy>;

opt-out: <https://www.linkedin.com/psettings/guest-controls/retargeting-opt-out>

Xing: Social network;

service provider: New Work SE, Baumwall 7, 20459 Hamburg, Germany.

website: <https://www.xing.com>.

privacy policy: <https://privacy.xing.com/en/privacy-policy>

According to XING's Privacy Policy, New Work SE is responsible for the processing of personal data in connection with XING.

Instagram: Social network;

service provider: Meta Platforms Ireland Limited, Merrion Road, Dublin 4, D04 X2K5, Irland

Commercial register number: 462932

Privacy policy: https://help.instagram.com/519522125107875/?helpref=hc_fnav