



PRIVACY POLICY

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1 Commitment

As a service provider in the field of electronic data processing, Solvion information management GmbH (hereinafter also referred to as "Solvion") takes the protection of your personal data very seriously. When using personal data, Solvion therefore complies with all the requirements of the General Data Protection Regulation (DSGVO) and the Data Protection Amendment Act (DSG) and strives for the best possible transparency.

Solvion processes personal data in accordance with the principles of lawfulness, good faith, transparency, accuracy, purpose limitation, data minimisation and storage period limitation.

The following notice describes how Solvion ensures this protection, what data is collected for what purpose and how it is processed.

2 Responsible person and contact details

If you have any questions about the processing of your personal data, please contact:

Solvion information management GmbH

Data protection coordinator: Wolfgang Schreiner

Dietrich-Keller-Strasse 24

A-8074 Raaba-Grambach

T +43 316 696540-603

F +43 316 696540-623

e-mail: datenschutz@solvion.net

3 Purpose and legality

The processing of personal data is necessary in order to provide information, services and advice to our business partners and interested parties. Solvion processes personal data exclusively for the purpose of:

- Provision of the online offer, its functions and contents.
- Responding to contact requests and communicating with users (customers and interested parties).
- Responding to applicant enquiries and communicating with applicants
- Capture registration information for events
- Provision of advisory services and performance of our contracts

If business partners do not want to provide the data, the conclusion of the contract or the execution of the order or the consultation may be impossible under certain circumstances. An existing contract can no longer be executed under these circumstances and may have to be terminated.

Solvion informs its business partners about the specific purpose of data processing as part of the information provided when the data is collected

3.1 Consent according to Art 6 para 1 lit a DSGVO

If the processing of personal data goes beyond contractual or legal obligations, Solvion obtains the consent of the business partners. In the case of consent, the data is processed exclusively for the stated purpose.

Consent given can be revoked at any time. The revocation can be given in writing to datenschutz@solvion.net as well as verbally.

4 Personal data

Solvion processes personal data that is collected or transmitted by its business partners or public bodies and third parties in the context of enquiries, a business relationship.

The following categories of personal data may be the subject of processing:

- Personal details: (name, company, address, contact details (tel., mail, fax), date of birth)
- Contact persons and their contact details
- UID number or social security data
- Bank and transfer details
- Contract texts and business correspondence
- Conversation documentations
- Content data (e.g., text input, photographs, videos)
- Usage data (e.g., web pages visited, interest in content, access times)
- Meta/communication data (e.g., device information, IP addresses)

5 Receiver

Recipients of the personal data are employees of Solvion who require it for the fulfilment of contractual or legal obligations as well as for the protection of legitimate interests.

Depending on the order and the purpose of the processing, we pass on data to order processors commissioned by us, insofar as they require them to fulfil their respective tasks. When selecting its order processors, Solvion ensures compliance with the provisions of data protection law. In addition, agreements have been made with the processors to ensure that the personal data is processed confidentially and carefully.

6 Storage time limit

The personal data is stored for the period of the business relationship and beyond in accordance with the statutory retention periods. Solvion is subject to retention obligations under the following laws:

- Corporate Code (UGB),
- Federal Tax Code (BAO),
- General Civil Code (ABGB)

7 Cookies and right to object to direct advertising

"Cookies" are small files that are stored on users' computers. Different information can be stored within the cookies. A cookie is primarily used to store information about a user (or the device on which the cookie is stored) during or after his or her visit to an online offer. Temporary cookies, or "session cookies" or "transient cookies", are cookies that are deleted after a user leaves an online offer and closes his or her browser. In such a cookie, for example, the contents of a shopping basket in an online shop or a login status can be stored. Cookies that remain stored even after the browser is closed are referred to as "permanent" or "persistent". For example, the login status can be stored if users visit them after several days. Likewise, the interests of users can be stored in such a cookie, which is used for range measurement or marketing purposes. "Third-party cookies" are cookies that are offered by providers other than the responsible party that operates the online offer (otherwise, if they are only its cookies, they are referred to as "first-party cookies").

We may use temporary and permanent cookies and will explain this in our privacy policy.

If users do not want cookies to be stored on their computer, they are asked to deactivate the corresponding option in the system settings of their browser. Stored cookies can be deleted in the system settings of the browser. The exclusion of cookies can lead to functional restrictions of this online offer.

A general objection to the use of cookies for online marketing purposes can be declared for a large number of services, especially in the case of tracking, via the US website <http://www.aboutads.info/choices/> or the EU website <http://www.youronlinechoices.com/>. Furthermore, the storage of cookies can be achieved by deactivating them in the browser settings. Please note that not all functions of this online offer can then be used.

8 Collection of access data and log files

We, or rather our hosting provider, collect data on the basis of our legitimate interests within the meaning of Art. 6 para. 1 lit. f. DSGVO, we collect data about each access to the server on which this service is located (so-called server log files). The access data includes the name of

the website accessed, file, date and time of access, amount of data transferred, notification of successful access, browser type and version, the user's operating system, referrer URL (the previously visited page), IP address and the requesting provider.

Log file information is stored for security reasons (e.g. to clarify acts of abuse or fraud) for a maximum of 7 days and then deleted. Data whose further storage is required for evidentiary purposes is exempt from deletion until the respective incident has been finally clarified.

9 Integration of third-party services and content

Within our online offer, we use content or service offers of third-party providers on the basis of our legitimate interests (i.e. interest in the analysis, optimisation and economic operation of our online offer within the meaning of Art. 6 para. 1 lit. f. DSGVO) content or service offers from third-party providers in order to integrate their content and services, such as videos or fonts (hereinafter uniformly referred to as "content").

This always assumes that the third-party providers of this content are aware of the IP address of the user, as without the IP address they would not be able to send the content to their browser. The IP address is therefore necessary for the display of this content. We endeavour to use only such content whose respective providers only use the IP address to deliver the content. Third-party providers may also use so-called pixel tags (invisible graphics, also known as "web beacons") for statistical or marketing purposes. The "pixel tags" can be used to evaluate information such as visitor traffic on the pages of this website. The pseudonymous information may also be stored in cookies on the user's device and may contain, among other things, technical information about the browser and operating system, referring websites, time of visit and other information about the use of our online offering, as well as being linked to such information from other sources.

9.1 Google Analytics Privacy Policy

This website uses functions of the web analysis service Google Analytics. The provider is Google Inc. 1600 Amphitheatre Parkway Mountain View, CA 94043, USA. Google Analytics uses so-called "cookies". These are text files that are stored on your computer and enable an analysis of your use of the website. The information generated by the cookie about your use of this website is usually transmitted to a Google server in the USA and stored there.

However, in the event that IP anonymisation is activated on this website, your IP address will be truncated beforehand by Google within Member States of the European Union or in other contracting states to the Agreement on the European Economic Area. Only in exceptional cases will the full IP address be transmitted to a Google server in the USA and shortened there. On behalf of the operator of this website, Google will use this information for the purpose of evaluating your use of the website, compiling reports on website activity and providing other services relating to website activity and internet usage to the website operator. The IP address

transmitted by your browser as part of Google Analytics will not be merged with other Google data.

You may refuse the use of cookies by selecting the appropriate settings on your browser, however please note that if you do this you may not be able to use the full functionality of this website. You can also prevent the collection of data generated by the cookie and related to your use of the website (including your IP address) by Google and the processing of this data by Google by downloading and installing the browser plugin available at the following link: <http://tools.google.com/dlpage/gaoptout?hl=de>.

9.2 Google Tag Manager Privacy Policy

For our website, we use the Google Tag Manager of the company Google Inc. For the European area, the company Google Ireland Limited (Gordon House, Barrow Street Dublin 4, Ireland) is responsible for all Google services. This tag manager is one of many helpful marketing products from Google. Via the Google Tag Manager, we can centrally integrate and manage code sections of various tracking tools that we use on our website.

The use of the Google Tag Manager requires your consent, which we have obtained with our cookie pop-up. This consent is the legal basis for the processing of personal data according to Art. 6 para. 1 lit. a DSGVO (consent), this consent constitutes the legal basis for the processing of personal data, as may occur during the collection by web analytics tools.

In addition to consent, there is a legitimate interest on our part in analysing the behaviour of website visitors and thus improving our offering technically and economically. With the help of the Google Tag Manager, we can improve our economic efficiency. The legal basis for this is Art. 6 para. 1 lit. f DSGVO (Legitimate Interests). Nevertheless, we only use the Google Tag Manager if you have given your consent.

Google also processes data from you in the USA, among other places. We would like to point out that according to the opinion of the European Court of Justice, there is currently no adequate level of protection for the transfer of data to the USA. This may be associated with various risks for the legality and security of the data processing.

Google uses so-called standard contractual clauses (= Art. 46 para. 2 and 3 DSGVO) as the basis for data processing for recipients based in third countries (outside the European Union, Iceland, Liechtenstein, Norway, i.e. in particular the USA) or for data transfer there. Standard Contractual Clauses (SCC) are templates provided by the EU Commission and are intended to ensure that your data comply with European data protection standards even if they are transferred to third countries (such as the USA) and stored there. Through these clauses, Google undertakes to comply with the European level of data protection when processing your relevant data, even if the data is stored, processed and managed in the US. These clauses are

based on an implementing decision of the EU Commission. You can find the decision and the corresponding standard contractual clauses here, among other places: https://eur-lex.europa.eu/eli/dec_impl/2021/914/oj?locale=de

The Google Ads Data Processing Terms, which refer to the standard contractual clauses, can be found at <https://business.safety.google/intl/de/adsprocessor/terms/>.

If you want to learn more about the Google Tag Manager, we recommend the FAQs at <https://support.google.com/tagmanager/?hl=de#topic=3441530>.

9.3 Google Ads (Google AdWords) Conversion Tracking Privacy Policy

This website uses Google Ads (formerly Google AdWords). Google Ads is an online advertising programme of Google Inc, 1600 Amphitheatre Parkway, Mountain View, CA 94043, United States ("Google").

Within the scope of Google Ads, we use so-called conversion tracking. When you click on an ad placed by Google, a cookie is set for conversion tracking. Cookies are small text files that the internet browser stores on the user's computer. These cookies lose their validity after 30 days and are not used to personally identify the user. If the user visits certain pages of this website and the cookie has not yet expired, Google and we can recognise that the user clicked on the ad and was redirected to this page.

Each Google Ads customer receives a different cookie. The cookies cannot be tracked via the websites of AdWords customers. The information obtained using the conversion cookie is used to create conversion statistics for Google Ads customers who have opted in to conversion tracking. The customers learn the total number of users who clicked on their ad and were redirected to a page tagged with a conversion tracking tag. However, they do not receive any information that can be used to personally identify users. If you do not wish to participate in the tracking, you can object to this use by easily deactivating the Google conversion tracking cookie via your internet browser under user settings. You will then not be included in the conversion tracking statistics.

The storage of "Conversion cookies" is based on Art. 6 para. 1 lit. f DSGVO. The website operator has a legitimate interest in analysing user behaviour in order to optimise both its website and its advertising.

You can find more information on Google Ads and Google Conversion Tracking in Google's privacy policy: <http://www.google.de/policies/privacy/>

You can set your browser so that you are informed about the setting of cookies and only allow cookies in individual cases, exclude the acceptance of cookies for certain cases or generally and activate the automatic deletion of cookies when closing the browser. If you deactivate cookies, the functionality of this website may be limited.

9.4 Google Analytics Google Signals Privacy Policy

We have enabled Google signals in Google Analytics. This updates existing Google Analytics features (advertising reports, remarketing, cross-device reports and interest and demographic reports) to obtain aggregated and anonymised data from you, provided you have allowed personalised ads in your Google Account.

The special thing about this is that it is cross-device tracking. This means that your data can be analysed across devices. By activating Google signals, data is collected and linked to the Google account. Google can thus recognise, for example, if you view a product on our website via a smartphone and only buy the product later via a laptop. Thanks to the activation of Google signals, we can launch cross-device remarketing campaigns that would otherwise not be possible in this form. Remarketing means that we can also show you our offer on other websites.

Google Analytics also collects other visitor data through Google Signals, such as location, search history, YouTube history and data about your actions on our website. This gives us better advertising reports from Google and more useful information about your interests and demographics. This includes your age, what language you speak, where you live or what gender you are. Social criteria such as your profession, marital status or income are also added. All these characteristics help Google Analytics to define groups of people or target groups.

The reports also help us to better assess your behaviour, wishes and interests. This allows us to optimise and adapt our services and products for you. This data expires by default after 26 months. Please note that this data collection only takes place if you have allowed personalised advertising in your Google Account. This is always aggregated and anonymous data and never data of individual persons. You can manage or delete this data in your Google Account.

9.5 Microsoft Advertising Privacy Policy

For our online marketing measures, we also use the advertising programme Microsoft Advertising of the company Microsoft Corporation, One Microsoft Way, Redmond, WA 98052-6399, USA. With the help of Microsoft Advertising, we want to draw the attention of many people to the high quality of our products and/or services. To do this, we use a technology (conversion tracking tool) from Microsoft on our website, which also stores data from you. In this privacy policy, we will go into more detail about this service, show you what data is stored, managed and processed and how you can prevent this data storage.

We have integrated a conversion tracking tag (i.e. a small code snippet) from Microsoft Advertising into our website. This is the so-called Universal Event Tracking (UET) tag. If you come to our website via a Microsoft advertisement, we can use this tracking tool to find out more about your user behaviour on our website. For example, we learn which keyword or ad you

used to come to our site, what you click on on our site, how many people visit our site through Microsoft Ads, and how long you stay on our site. All this data relates to user behaviour and not personal data. We therefore only receive data or evaluations of your web behaviour, but no personal information. Microsoft uses the data to optimise its own advertising and other services. If you have a Microsoft account, the data collected may be linked to your account. Microsoft may also recognise and store your IP address.

Microsoft also processes data from you in the USA, among other places. We would like to point out that according to the opinion of the European Court of Justice, there is currently no adequate level of protection for the transfer of data to the USA. This may be associated with various risks for the legality and security of data processing.

You can find more information about Microsoft's standard contractual clauses at <https://learn.microsoft.com/en-us/compliance/regulatory/offering-eu-model-clauses>. For more information, we also recommend that you read Microsoft's privacy policy at <https://privacy.microsoft.com/de-de/privacystatement>.

9.6 LinkedIn Insight Tag Privacy Policy

We use the conversion tracking tool LinkedIn Insight-Tag on our website. The service provider is the American company LinkedIn Corporation, 2029 Stierlin Court, Mountain View, CA 94043, USA. The company LinkedIn Ireland Unlimited (Wilton Place, Dublin 2, Ireland) is responsible for the data protection-relevant aspects in the European Economic Area (EEA), the EU and Switzerland.

LinkedIn also processes data from you in the USA, among other places. We would like to point out that according to the opinion of the European Court of Justice, there is currently no adequate level of protection for the transfer of data to the USA. This may be associated with various risks for the legality and security of the data processing.

LinkedIn uses so-called standard contractual clauses (= Art. 46 Para. 2 and 3 DSGVO) as the basis for data processing for recipients based in third countries (outside the European Union, Iceland, Liechtenstein, Norway, i.e. in particular in the USA) or data transfer there. Standard Contractual Clauses (SCC) are templates provided by the EU Commission and are intended to ensure that your data comply with European data protection standards even if they are transferred to third countries (such as the USA) and stored there. Through these clauses, LinkedIn undertakes to comply with the European level of data protection when processing your relevant data, even if the data is stored, processed and managed in the US. These clauses are based on an implementing decision of the EU Commission. You can find the decision and the corresponding standard contractual clauses here, among other places: https://eur-lex.europa.eu/eli/dec_impl/2021/914/oj?locale=de

More information on LinkedIn's standard contractual clauses can be found at <https://de.linkedin.com/legal/l/dpa> or <https://www.linkedin.com/legal/l/eu-sccs>.

You can find out more about LinkedIn Insight-Tag at <https://www.linkedin.com/help/linkedin/answer/a427660>. You can also find out more about the data processed through the use of LinkedIn Insight-Tag in the privacy policy at <https://de.linkedin.com/legal/privacy-policy>.

9.7 Facebook Conversions API Privacy Policy

We use Facebook Conversions API on our website, a server-side event tracking tool. The service provider is the American company Meta Platforms Inc. Meta Platforms Ireland Limited (4 Grand Canal Square, Grand Canal Harbour, Dublin 2, Ireland) is responsible for the European region.

Facebook also processes data from you in the USA, among other places. We would like to point out that according to the opinion of the European Court of Justice, there is currently no adequate level of protection for the transfer of data to the USA. This may be associated with various risks for the legality and security of data processing.

Facebook uses so-called standard contractual clauses (= Art. 46 para. 2 and 3 DSGVO) as the basis for data processing for recipients based in third countries (outside the European Union, Iceland, Liechtenstein, Norway, i.e. in particular in the USA) or data transfer there. Standard Contractual Clauses (SCC) are templates provided by the EU Commission and are intended to ensure that your data comply with European data protection standards even if they are transferred to third countries (such as the USA) and stored there. Through these clauses, Facebook undertakes to comply with the European level of data protection when processing your relevant data, even if the data is stored, processed and managed in the US. These clauses are based on an implementing decision of the EU Commission. You can find the decision and the corresponding standard contractual clauses here, among other places: https://eur-lex.europa.eu/eli/dec_impl/2021/914/oj?locale=de

The Facebook data processing condition, which corresponds to the standard contractual clauses, can be found at <https://www.facebook.com/legal/terms/dataprocessing>.

You can find out more about the data processed through the use of Facebook Conversions API in the Privacy Policy at <https://www.facebook.com/about/privacy>.

9.8 Facebook Pixel Privacy Policy

We use the Facebook pixel from Facebook on our website. We have implemented code on our website to do this. The Facebook pixel is a snippet of JavaScript code that loads a collection of functions that allow Facebook to track your user actions if you have come to our website via Facebook ads. For example, when you purchase a product on our website, the Facebook pixel is triggered and stores your actions on our website in one or more cookies. These cookies

allow Facebook to match your user data (customer data such as IP address, user ID) with your Facebook account data. Facebook then deletes this data again. The collected data is anonymous and not visible to us and can only be used in the context of ad placements. If you are a Facebook user and are logged in, your visit to our website is automatically assigned to your Facebook user account.

We only want to show our services and products to people who are really interested in them. With the help of Facebook pixels, our advertising measures can be better tailored to your wishes and interests. In this way, Facebook users (provided they have allowed personalised advertising) see suitable advertising. Furthermore, Facebook uses the collected data for analysis purposes and its own advertisements.

We use the Facebook pixel from Facebook on our website. We have implemented code on our website to do this. The Facebook pixel is a snippet of JavaScript code that loads a collection of functions that allow Facebook to track your user actions if you have come to our website via Facebook ads. For example, when you purchase a product on our website, the Facebook pixel is triggered and stores your actions on our website in one or more cookies. These cookies allow Facebook to match your user data (customer data such as IP address, user ID) with your Facebook account data. Facebook then deletes this data again. The collected data is anonymous and not visible to us and can only be used in the context of ad placements. If you are a Facebook user and are logged in, your visit to our website is automatically assigned to your Facebook user account.

We only want to show our services and products to people who are really interested in them. With the help of Facebook pixels, our advertising measures can be better tailored to your wishes and interests. In this way, Facebook users (provided they have allowed personalised advertising) see suitable advertising. Furthermore, Facebook uses the collected data for analysis purposes and its own advertisements.

9.9 YouTube privacy policy

We have integrated YouTube videos on our website. This allows us to present interesting videos directly on our site. YouTube is a video portal that has been a subsidiary of Google since 2006. The video portal is operated by YouTube, LLC, 901 Cherry Ave, San Bruno, CA 94066, USA. When you call up a page on our website that has a YouTube video embedded, your browser automatically connects to the YouTube or Google servers. In the process, various data are transferred (depending on the settings). Google Ireland Limited (Gordon House, Barrow Street Dublin 4, Ireland) is responsible for all data processing in Europe.

As soon as you visit one of our pages that has a YouTube video embedded, YouTube sets at least one cookie that stores your IP address and our URL. If you are logged into your YouTube account, YouTube can usually assign your interactions on our website to your profile using

cookies. This includes data such as session duration, bounce rate, approximate location, technical information such as browser type, screen resolution or your internet service provider. Other data may include contact details, any ratings, sharing of content via social media or adding to your favourites on YouTube.

If you are not signed in to a Google Account or YouTube account, Google stores data with a unique identifier associated with your device, browser or app. For example, your preferred language setting is retained. But a lot of interaction data can't be stored because fewer cookies are set.

As YouTube is a subsidiary of Google, there is a joint privacy policy. If you want to learn more about how your data is handled, we recommend the privacy policy at <https://policies.google.com/privacy?hl=de>.

10 Newsletter

With the following information, we inform you about the contents of our newsletter as well as the registration, dispatch and statistical evaluation procedure and your rights of objection. By subscribing to our newsletter, you agree to receive it and to the procedures described.

Content of the newsletter: We send newsletters, e-mails and other electronic notifications with promotional information (hereinafter "newsletter") only with the consent of the recipients or a legal permission. Insofar as the contents of the Newsletter are specifically described in the course of registration, they are decisive for the consent of the user. Apart from that, our newsletters contain information about our services and us.

Double opt-in and logging: Registration for our newsletter takes place in a so-called double opt-in process. This means that after registration you will receive an e-mail in which you are asked to confirm your registration. This confirmation is necessary so that no one can register with other email addresses. The registrations for the newsletter are logged in order to be able to prove the registration process in accordance with the legal requirements. This includes the storage of the registration and confirmation time as well as the IP address. Changes to your data stored with the dispatch service provider are also logged.

Registration data: To register for the newsletter, it is sufficient to enter your e-mail address. Optionally, we ask you to enter a name for the purpose of a personal address in the newsletter.

The newsletter is sent and its success measured on the basis of the recipients' consent pursuant to Art. 6 Para. 1 lit. a, Art. 7 DSGVO in conjunction with § 7 Para. 2 No. 3 UWG or on the basis of legal permission pursuant to § 7 Para. 3 UWG.

The logging of the registration process is based on our legitimate interests pursuant to Art. 6 (1) lit. f DSGVO. Our interest is in the use of a user-friendly and secure newsletter system that

serves our business interests as well as the expectations of the users and also allows us to prove consent.

Cancellation/revocation - You can cancel receipt of our newsletter at any time, i.e. revoke your consent. You will find a link to cancel the newsletter at the end of each newsletter. We may store unsubscribed email addresses for up to three years based on our legitimate interests before deleting them in order to be able to prove consent previously given. The processing of this data is limited to the purpose of a possible defence against claims. An individual deletion request is possible at any time, provided that the former existence of consent is confirmed at the same time.

10.1 Newsletter tool mailworx

We use the e-mail marketing software mailworx to send and analyse our newsletters. mailworx records the opening and clicking behaviour. Specifically, the following information is tracked: time of delivery, time of opening, duration of opening, IP address of opening, email programme used (mail client), which link was clicked and the time of the click. This data is processed exclusively within the European Union and is not passed on to third parties.

10.2 Newsletter performance measurement

The newsletters contain a so-called "web beacon", i.e. a pixel-sized file that is retrieved from our server when the newsletter is opened, or if we use a dispatch service provider, from their server. Within the scope of this retrieval, technical information, such as information on the browser and your system, as well as your IP address and the time of the retrieval are initially collected.

This information is used for the technical improvement of the services based on the technical data or the target groups and their reading behaviour based on their retrieval locations (which can be determined with the help of the IP address) or the access times. Statistical surveys also include determining whether newsletters are opened, when they are opened and which links are clicked. For technical reasons, this information can be assigned to the individual newsletter recipients. However, it is neither our intention nor, if used, that of the dispatch service provider to observe individual users. The analyses serve us much more to recognise the reading habits of our users and to adapt our content to them or to send different content according to the interests of our users.

11 Contact form

If you send us enquiries via the contact form, your details from the enquiry form, including the contact details you provide there, will be stored by us for the purpose of processing the

enquiry and in the event of follow-up questions. We do not pass on this data without your consent.

12 Web forms

Various web forms are used on this website to register for events and webinars and to download white papers. Your details may be stored in a customer and prospect database on the basis of our legitimate interest in direct marketing pursuant to Art. 6 (1) f DSGVO.

13 Safeguarding the rights of data subjects

Business partners have the right to information, correction, deletion and restriction of the processing of personal data by Solvion, unless legal or contractual provisions conflict with these rights. Consent given can be revoked at any time.

Furthermore, the right to object to processing and the right to data portability are also available in accordance with the requirements of data protection law.

Complaints can be filed with the Austrian Data Protection Authority:

Austrian Data Protection Authority

Wickenburggasse 8

1080 Vienna

Phone: +43 1 52 152-0

E-mail: dsb@dsb.gv.at

Web: www.dsb.gv.at

14 Confidentiality

All Solvion employees have been sworn to secrecy with regard to information entrusted to them or becoming known to them in the course of their work.

15 Data security

Data security is of great concern to us. Solvion has taken all necessary technical and organisational measures to ensure the security of data processing and to process personal data in such a way that it is protected from access by unauthorised third parties. Solvion's IT infrastructure complies with current security requirements and is regularly reviewed.