1. Data Protection and Privacy Policy at a glance

General Information
The following information provides a simple overview of what happens to your personal data when you visit this website. Personal data is any data that can be used to personally identify you. Detailed information on the subject of data protection can be found in our Privacy Policy listed below this text.

For better readability, the masculine form is used and applies equally to m/f/d genders.

Data collection on this website

Who is responsible for data collection on this website?
Data processing on this website is carried out by the website operator. You can find their contact details in the section “Notice Regarding the Responsible Party” in this Privacy Policy.

How do we collect your data?
On the one hand, your data is collected when you provide it to us. This may include, for example, data that you enter into a contact form.
Other data is collected automatically or with your consent by our IT systems when you visit the website. This is primarily technical data (e.g. internet browser, operating system or time of page access). This data is collected automatically as soon as you access this website.

What do we use your data for?
Some of the data is collected to ensure that the website is provided without errors. Other data may be used to analyse your user behaviour.

What rights do you have regarding your data?
You have the right at any time to obtain free information about the origin, recipients and purpose of your stored personal data. You also have the right to request the rectification or deletion of this data. If you have given your consent to data processing, you may withdraw this consent at any time with effect for the future. In addition, under certain circumstances, you have the right to request the restriction of the processing of your personal data. Furthermore, you have the right to lodge a complaint with the competent supervisory authority.

You can contact us at any time regarding this matter or any other questions concerning data protection.

Analytics Tools and Third-Party Tools
When visiting this website, your browsing behaviour may be statistically evaluated. This is done primarily using so-called analytics programmes.

Detailed information about these analytics programmes can be found in the following Data Protection and Privacy Policy.

2. Hosting

We host our website with Wix.com Ltd., 40 Namal Tel Aviv St., Tel Aviv 6350671, Israel (hereinafter “WIX”).

WIX is a tool for creating and hosting websites. When you visit our website, WIX analyses user behaviour, visitor sources, the region of website visitors and visitor numbers. WIX stores cookies in your browser that are necessary for displaying the website and ensuring security (necessary cookies).

The data collected through WIX may be stored on various servers worldwide. WIX servers are located, among other places, in the USA. For details, please refer to WIX’s Privacy Policy:
https://de.wix.com/about/privacy

According to WIX, data transfers to the USA and other third countries are based on the European Commission's standard contractual clauses or comparable safeguards pursuant to Art. 46 GDPR. Details can be found here:
https://de.wix.com/about/privacy-dpa-users

The use of WIX is based on Art. 6(1)(f) GDPR. We have a legitimate interest in ensuring that our website is displayed as reliably as possible. If the relevant consent has been requested, processing is carried out exclusively on the basis of Art. 6(1)(a) GDPR and Section 25(1) TTDSG, insofar as the consent covers the storage of cookies or access to information on the user's device (e.g. device fingerprinting) within the meaning of the TTDSG. Consent may be withdrawn at any time.

3. General Information and Mandatory Disclosures

Data Protection
The operators of these pages take the protection of your personal data very seriously. We treat your personal data confidentially and in accordance with the statutory data protection regulations and this Privacy Policy.

When you use this website, various personal data are collected. Personal data is data that can be used to personally identify you. This Privacy Policy explains what data we collect and what we use it for. It also explains how and for what purpose this is done.

Please note that data transmission over the internet (e.g. when communicating by email) may have security vulnerabilities. Complete protection of data against access by third parties is not possible.

Notice Regarding the Responsible Party
The party responsible for data processing on this website is:

TRIBIT Elektrotechnik und Informatik GmbH
Jean-Monnet-Str. 3
DE- 54343 Foehren
Tel.: +49 6502 994770
eMail: info(at)tribit.de

The responsible party is the natural or legal person who, alone or jointly with others, determines the purposes and means of processing personal data (e.g. names, email addresses or similar information).

Storage Period
Unless a more specific storage period has been stated in this Privacy Policy, your personal data will remain with us until the purpose for data processing no longer applies. If you submit a legitimate request for deletion or withdraw your consent to data processing, your data will be deleted unless we have other legally permissible grounds for storing your personal data (e.g. tax or commercial law retention periods); in the latter case, deletion will take place once these grounds no longer apply.

General information on the legal bases for data processing on this website
If you have consented to data processing, we process your personal data on the basis of Art. 6(1)(a) GDPR or Art. 9(2)(a) GDPR, where special categories of data are processed pursuant to Art. 9(1) GDPR. In the case of explicit consent to the transfer of personal data to third countries, data processing is also based on Art. 49(1)(a) GDPR. If you have consented to the storage of cookies or access to information on your device (e.g. via device fingerprinting), data processing is additionally based on Section 25(1) TTDSG. Consent may be withdrawn at any time. If your data is required for the performance of a contract or for taking steps prior to entering into a contract, we process your data on the basis of Art. 6(1)(b) GDPR. Furthermore, we process your data if it is necessary to fulfil a legal obligation, on the basis of Art. 6(1)(c) GDPR. Data processing may also be carried out on the

basis of our legitimate interest pursuant to Art. 6(1)(f) GDPR. Information about the legal bases applicable in each individual case is provided in the following sections of this Privacy Policy.

Notice regarding data transfers to the USA and other third countries
We use, among other things, tools from companies based in the USA or other third countries that do not provide a level of data protection considered secure under data protection law. When these tools are active, your personal data may be transferred to and processed in these third countries. Please note that a level of data protection comparable to that in the EU cannot be guaranteed in these countries. For example, US companies are required to disclose personal data to security authorities without you, as the data subject, being able to take legal action against this. It therefore cannot be ruled out that US authorities (e.g. intelligence agencies) may process, analyse and permanently store your data held on US servers for surveillance purposes. We have no influence over these processing activities.

Withdrawal of your consent to data processing
Many data processing operations are only possible with your explicit consent. You may withdraw consent that you have already given at any time. The lawfulness of data processing carried out before the withdrawal remains unaffected by the withdrawal.

Right to object to data collection in specific cases and to direct marketing (Art. 21 GDPR)
If data processing is carried out on the basis of Art. 6(1)(e) or (f) GDPR, you have the right at any time to object to the processing of your personal data for reasons arising from your particular situation; this also applies to profiling based on these provisions. The respective legal basis on which processing is based can be found in this Privacy Policy. If you object, we will no longer process your personal data concerned unless we can demonstrate compelling legitimate grounds for the processing that override your interests, rights and freedoms, or the processing serves the establishment, exercise or defence of legal claims (objection pursuant to Art. 21(1) GDPR).
If your personal data is processed for direct marketing purposes, you have the right to object at any time to the processing of your personal data for such advertising purposes; this also applies to profiling insofar as it is related to such direct marketing. If you object, your personal data will subsequently no longer be used for direct marketing purposes (objection pursuant to Art. 21(2) GDPR).

Right to lodge a complaint with the competent supervisory authority
In the event of violations of the GDPR, data subjects have the right to lodge a complaint with a supervisory authority, particularly in the Member State of their habitual residence, place of work or the place of the alleged infringement. The right to lodge a complaint exists without prejudice to other administrative or judicial remedies.

Right to data portability
You have the right to receive data that we process automatically on the basis of your consent or in fulfilment of a contract, either for yourself or for a third party, in a commonly used, machine-readable format. If you request the direct transfer of data to another controller, this will only be carried out where technically feasible.

Access, deletion and rectification
Within the framework of applicable legal provisions, you have the right at any time to obtain free information about your stored personal data, its origin and recipients, and the purpose of data processing, and, where applicable, the right to request the rectification or deletion of this data. You can contact us at any time regarding this matter or any other questions concerning personal data.

Right to restriction of processing
You have the right to request the restriction of the processing of your personal data. You can contact us at any time regarding this matter. The right to restriction of processing applies in the following cases:

If you dispute the accuracy of your personal data stored by us, we generally need time to verify this. For the duration of the verification, you have the right to request the restriction of the processing of your personal data.

If the processing of your personal data was/is unlawful, you may request the restriction of data processing instead of deletion.

If we no longer need your personal data, but you require it for the establishment, exercise or defence of legal claims, you have the right to request the restriction of the processing of your personal data instead of deletion.

If you have lodged an objection pursuant to Art. 21(1) GDPR, a balance must be struck between your interests and ours. As long as it has not yet been determined whose interests prevail, you have the right to request the restriction of the processing of your personal data.

If you have restricted the processing of your personal data, such data may, apart from being stored, only be processed with your consent or for the establishment, exercise or defence of legal claims, or to protect the rights of another natural or legal person, or for reasons of important public interest of the European Union or a Member State.

SSL- or TLS-encryption
For security reasons and to protect the transmission of confidential content, such as orders or enquiries that you send to us as the website operator, this site uses SSL- or TLS-encryption. You can recognise an encrypted connection by the browser's address bar changing from "http://" to "https://" and by the lock symbol in your browser bar.

When SSL- or TLS-encryption is activated, the data you transmit to us cannot be read by third parties.

4. Data Collection on This Website

Cookies
Our websites use so-called "cookies". Cookies are small text files that do not cause any damage to your device. They are either stored temporarily on your device for the duration of a session (session cookies) or permanently (persistent cookies). Session cookies are automatically deleted at the end of your visit. Persistent cookies remain stored on your device until you delete them yourself or your web browser automatically deletes them. In some cases, cookies from third-party companies may also be stored on your device when you access our site (third-party cookies). These enable us or you to use certain services provided by the third-party company (e.g. cookies for processing payment services). Cookies have various functions. Numerous cookies are technically necessary because certain website functions would not work without them (e.g. the shopping cart function or the display of videos). Other cookies are used to evaluate user behaviour or display advertising. Cookies that are required to carry out electronic communication, provide certain functions requested by you (e.g. the shopping cart function) or optimise the website (e.g. cookies for measuring website traffic) (necessary cookies) are stored on the basis of Art. 6(1)(f) GDPR, unless another legal basis is specified. The website operator has a legitimate interest in storing necessary cookies to ensure the technically error-free and optimised provision of its services. If consent to the storage of cookies and similar recognition technologies has been requested, processing is carried out exclusively on the basis of this consent (Art. 6(1)(a) GDPR and Section 25(1) TTDSG); consent may be withdrawn at any time.

You can configure your browser to notify you when cookies are set and to allow cookies only on a case-by-case basis, to exclude the acceptance of cookies in specific cases or in general, and to activate the automatic deletion of cookies when closing the browser. If cookies are disabled, the functionality of this website may be restricted.

If cookies from third-party companies or cookies for analytical purposes are used, we will inform you separately about this in this Privacy Policy and, where applicable, request your consent.

Contact Form
If you send us enquiries via the contact form, the information you provide in the enquiry form, including the contact details you enter there, will be stored by us for the purpose of processing your enquiry and in case of follow-up questions. We will not pass on this data without your consent.

The processing of this data is based on Art. 6(1)(b) GDPR if your enquiry is related to the performance of a contract or is necessary for taking steps prior to entering into a contract. In all other cases, processing is based on our legitimate interest in effectively handling enquiries addressed to us (Art. 6(1)(f) GDPR) or on your consent (Art. 6(1)(a) GDPR), if this has been requested; consent may be withdrawn at any time.

The data you enter in the contact form will remain with us until you request its deletion, withdraw your consent to storage or the purpose for data storage no longer applies (e.g. after your enquiry has been fully processed). Mandatory statutory provisions, particularly retention periods, remain unaffected.

Enquiries by Email or Telephone
If you contact us by email or telephone, your enquiry, including all personal data resulting from it (name, enquiry), will be stored and processed by us for the purpose of handling your request. We will not pass on this data without your consent.

The processing of this data is based on Art. 6(1)(b) GDPR if your enquiry is related to the performance of a contract or is necessary for taking steps prior to entering into a contract. In all other cases, processing is based on our legitimate interest in effectively handling enquiries addressed to us (Art. 6(1)(f) GDPR) or on your consent (Art. 6(1)(a) GDPR), if this has been requested; consent may be withdrawn at any time.

The data you send us through contact enquiries will remain with us until you request its deletion, withdraw your consent to storage or the purpose for data storage no longer applies (e.g. after your request has been fully processed). Mandatory statutory provisions, particularly statutory retention periods, remain unaffected.

5. Analytics Tools and Advertising

Google Analytics
This website uses features of the web analytics service Google Analytics. The provider is Google Ireland Limited (“Google”), Gordon House, Barrow Street, Dublin 4, Ireland.

Google Analytics enables the website operator to analyse the behaviour of website visitors. In this process, the website operator receives various usage data, such as page views, time spent on the website, operating systems used and the user’s origin. This data is assigned to the respective user’s device. It is not assigned to a user ID.
Furthermore, we can use Google Analytics to record, among other things, your mouse movements, scrolling movements and clicks. Google Analytics also uses various modelling approaches to supplement the collected datasets and employs machine learning technologies in data analysis. Google Analytics uses technologies that enable the recognition of users for the purpose of analysing user behaviour (e.g. cookies or device fingerprinting). The information collected by Google about the use of this website is generally transferred to and stored on a Google server in the USA.

The use of this service is based on your consent pursuant to Art. 6(1)(a) GDPR and Section 25(1) TTDSG. Consent may be withdrawn at any time.
The data transfer to the USA is based on the European Commission’s Standard Contractual Clauses. Details can be found here:
https://privacy.google.com/businesses/controllerterms/mccs

Google Web-Fonts
This site uses so-called Web-Fonts provided by Google to ensure a consistent display of fonts. When you access a page, your browser loads the required Web Fonts into its browser cache to display text and fonts correctly.

For this purpose, the browser you use must connect to Google's servers. This allows Google to learn that this website has been accessed via your IP address. The use of Google Web-Fonts is based on Art. 6(1)(f) GDPR. The website operator has a legitimate interest in ensuring a consistent presentation of fonts on its website. If the relevant consent has been requested, processing is carried out exclusively on the basis of Art. 6(1)(a) GDPR and Section 25(1) TTDSG, insofar as the consent covers the storage of cookies or access to information on the user's device (e.g. device fingerprinting) within the meaning of the TTDSG. Consent may be withdrawn at any time.

If your browser does not support Web-Fonts, a standard font from your computer will be used.

Further information about Google Web-Fonts can be found at https://developers.google.com/fonts/faq and in Google's Privacy Policy: https://policies.google.com/privacy?hl=de

Google Maps
This site uses the Google Maps mapping service. The provider is Google Ireland Limited ("Google"), Gordon House, Barrow Street, Dublin 4, Ireland.

To use the features of Google Maps, your IP address must be stored. This information is generally transferred to and stored on a Google server in the USA. The provider of this site has no influence over this data transfer. When Google Maps is activated, Google may use Google Web-Fonts to ensure a consistent display of fonts. When you access Google Maps, your browser loads the required Web Fonts into its browser cache to display text and fonts correctly.

Google Maps is used in the interest of presenting our online services in an appealing manner and making it easy to find the locations specified by us on the website. This constitutes a legitimate interest within the meaning of Art. 6(1)(f) GDPR. If the relevant consent has been requested, processing is carried out exclusively on the basis of Art. 6(1)(a) GDPR and Section 25(1) TTDSG, insofar as the consent covers the storage of cookies or access to information on the user's device (e.g. device fingerprinting) within the meaning of the TTDSG. Consent may be withdrawn at any time.

The data transfer to the USA is based on the European Commission's Standard Contractual Clauses. Details can be found here:
https://privacy.google.com/businesses/gdprcontrollerterms/
https://privacy.google.com/businesses/gdprcontrollerterms/sccs/
More information about the handling of user data can be found in Google's Privacy Policy:
https://policies.google.com/privacy?hl=de

Browser Plugin
You can prevent Google from collecting and processing your data by downloading and installing the browser plugin available at the following link: https://tools.google.com/dlpage/gaoptout?hl=de
More information about the handling of user data in Google Analytics can be found in Google's Privacy Policy:
https://support.google.com/analytics/answer/6004245?hl=de

6. Newsletter

If you would like to receive the newsletter offered on the website, we require your email address and information that allows us to verify that you are the owner of the email address provided and that you

agree to receive the newsletter. No other data is collected, or such data is collected only on a voluntary basis. We use this data exclusively to send the requested information and do not pass it on to third parties.

The processing of the data entered in the newsletter registration form is carried out exclusively on the basis of your consent (Art. 6(1)(a) GDPR). You may withdraw your consent to the storage of the data, the email address and its use for sending the newsletter at any time, for example via the "Unsubscribe" link in the newsletter. The lawfulness of data processing operations already carried out remains unaffected by the withdrawal.

The data you provide to us for the purpose of receiving the newsletter will be stored by us or the newsletter service provider until you unsubscribe from the newsletter distribution list and will be deleted from the newsletter distribution list after you unsubscribe or the purpose no longer applies. We reserve the right to delete or block email addresses from our newsletter distribution list at our own discretion within the framework of our legitimate interest pursuant to Art. 6(1)(f) GDPR.

Data stored by us for other purposes remains unaffected by this.

After you unsubscribe from the newsletter distribution list, your email address may be stored by us or the newsletter service provider on a blacklist, if necessary to prevent future mailings. The data from the blacklist will be used only for this purpose and will not be merged with other data. This serves both your interests and our interest in complying with legal requirements when sending newsletters (legitimate interest within the meaning of Art. 6(1)(f) GDPR). Storage on the blacklist is not subject to a time limit. You may object to this storage if your interests outweigh our legitimate interest.

7. Plugins and Tools

Google Web-Fonts

This site uses so-called Web-Fonts provided by Google to ensure a consistent display of fonts. When you access a page, your browser loads the required Web-Fonts into its browser cache to display text and fonts correctly.

For this purpose, the browser you use must connect to Google's servers. This allows Google to learn that this website has been accessed via your IP address. The use of Google Web-Fonts is based on Art. 6(1)(f) GDPR. The website operator has a legitimate interest in ensuring a consistent presentation of fonts on its website. If the relevant consent has been requested, processing is carried out exclusively on the basis of Art. 6(1)(a) GDPR and Section 25(1) TTDSG, insofar as the consent covers the storage of cookies or access to information on the user's device (e.g. device fingerprinting) within the meaning of the TTDSG. Consent may be withdrawn at any time.

If your browser does not support Web-Fonts, a standard font from your computer will be used. Further information about Google Web-Fonts can be found at: https://developers.google.com/fonts/faq and in Google's Privacy Policy: https://policies.google.com/privacy?hl=de

Google Maps

This site uses the Google Maps mapping service. The provider is Google Ireland Limited ("Google"), Gordon House, Barrow Street, Dublin 4, Ireland.

To use the features of Google Maps, your IP address must be stored. This information is generally transferred to and stored on a Google server in the USA. The provider of this site has no influence over this data transfer. When Google Maps is activated, Google may use Google Web Fonts to ensure a consistent display of fonts. When you access Google Maps, your browser loads the required Web Fonts into its browser cache to display text and fonts correctly.

Google Maps is used in the interest of presenting our online services in an appealing manner and making it easy to find the locations specified by us on the website. This constitutes a legitimate interest within the meaning of Art. 6(1)(f) GDPR. If the relevant consent has been requested, processing is carried out exclusively on the basis of Art. 6(1)(a) GDPR and Section 25(1) TTDSG, insofar as the consent covers the storage of cookies or access to information on the user's device (e.g. device fingerprinting) within the meaning of the TTDSG. Consent may be withdrawn at any time.

The data transfer to the USA is based on the European Commission's Standard Contractual Clauses. Details can be found here:
https://privacy.google.com/businesses/gdprcontrollerterms/
https://privacy.google.com/businesses/gdprcontrollerterms/sccs/

More information about the handling of user data can be found in Google's Privacy Policy:
https://policies.google.com/privacy?hl=de

8. eCommerce and Payment Providers

Processing of Customer and Contract Data
We collect, process and use personal customer and contract data to establish, define the content of and amend our contractual relationships. We collect, process and use personal data concerning the use of this website (usage data) only to the extent necessary to enable the user to use the service or to bill for it. The legal basis for this is Art. 6(1)(b) GDPR.

The customer data collected will be deleted after completion of the order or termination of the business relationship and expiry of any applicable statutory retention periods. Statutory retention periods remain unaffected.

9. Our own Services

Handling of Applicant Data
We offer you the opportunity to apply for a position with us (by email or by post). Below, we inform you about the scope, purpose and use of the personal data collected as part of the application process. We assure you that the collection, processing and use of your data is carried out in accordance with applicable data protection law and all other statutory provisions, and that your data is treated as strictly confidential.

Scope and Purpose of Data Collection
If you send us an application, we process the personal data associated with it (e.g. contact and communication data, application documents, notes taken during job interviews, etc.) insofar as this is necessary to decide whether to establish an employment relationship. The legal basis for this is Section 26 BDSG under German law (initiation of an employment relationship), Art. 6(1)(b) GDPR (general initiation of a contract) and, where you have given consent, Art. 6(1)(a) GDPR. Consent may be withdrawn at any time. Within our company, your personal data will be disclosed only to persons involved in processing your application.

If your application is successful, the data you have submitted will be stored in our data processing systems on the basis of Section 26 BDSG and Art. 6(1)(b) GDPR for the purpose of carrying out the employment relationship.

Data Retention Period
If we are unable to offer you a position, if you reject a job offer or if you withdraw your application, we reserve the right to retain the data you have submitted on the basis of our legitimate interests (Art. 6(1)(f) GDPR) for up to 6 months from the end of the application process (rejection or withdrawal of the application).
The data will then be deleted and the physical application documents destroyed. The retention period serves in particular as evidence in the event of legal disputes. If it is apparent that the data will be

required after the expiry of the 6-month period (e.g. due to an impending or pending legal dispute), deletion will take place only once the purpose for the extended retention no longer applies.
Longer retention may also take place if you have given corresponding consent (Art. 6(1)(a) GDPR) or if statutory retention obligations prevent deletion.