

PRIVACY POLICY

Declaration on the obligation to provide information

The protection of your personal data is a matter of particular concern to us. We therefore process your data solely in accordance with statutory regulations. In this Privacy Policy, we provide you with information about the most important aspects of data processing within the context of business relations with the FRUTAROM Group (hereinafter referred to as "FRUTAROM") in Austria, Germany and Switzerland, as well as data processing for the purposes of fulfilling obligations to provide information laid down by the GDPR. The controller of data processing, and therefore your point of contact, is the relevant company in question. You can find an overview of all companies and branches below:

world wide WIBERG GmbH
Adolf-Schemel-Str. 9
A - 5020 Salzburg

FRUTAROM Savory Solutions Austria GmbH
Adolf-Schemel-Str. 9
A - 5020 Salzburg

FRUTAROM Savory Solutions Switzerland AG
Marktstrasse 34
CH - 9244 Niederuzwil

FRUTAROM Savory Solutions Germany GmbH
Eichendorffstr. 25
D - 83395 Freilassing

FRUTAROM Production GmbH
Eichendorffstr. 25
D - 83395 Freilassing

FRUTAROM Production GmbH
Stuttgart branch
Leobener Str. 71
D - 70469 Stuttgart

FRUTAROM Production GmbH
Sittensen branch
August-Otto-Str. 3
D - 27419 Sittensen

FRUTAROM Production GmbH
Hagen im Bremischen branch
Industriestr. 18
D - 27628 Hagen im Bremischen

FRUTAROM Production GmbH
Holdorf branch
Dinklager Str. 8f
D - 49451 Holdorf

1. Contact

You can contact FRUTAROM via the following channels:

- By letter to: FRUTAROM Savory Solutions Austria GmbH, Adolf-Schemel-Strasse 9, 5020 Salzburg, Austria - By phone on: +43 (0)662 6382 0
- By email to: datenschutz@frutarom.eu

2. For what purpose and on what legal grounds are data processed?

2.1. We process personal data for the purposes of:

- Business relations with our customers and suppliers, in particular for administration in databases, the transmission of sales documentation, and the creation and processing of invoices and documents relating to the respective exchange of services
- Registering our products
- Transmitting information to prospective customers of the FRUTAROM Group
- Fulfilling legal or regulatory requirements
- Transacting our sales activities in our shop at the business address of FRUTAROM Savory Solutions Austria GmbH
- The transmission of information to us via our contact forms
- Employee administration
- Applicant selection
- Documentation, reporting and running of internal or external events
- Video surveillance of public areas on company premises to prevent break-ins and/or damage to property and similar offences

2.2. We process data

- in accordance with Article 6 (1) (a) GDPR with your consent
- in accordance with Article 6 (1) (b) GDPR in order to perform our contractual obligation
- in accordance with Article 6 (1) (c) GDPR in order to perform legal obligations
- in accordance with Article 6 (1) (f) GDPR in order to safeguard our legitimate interests (enforcement and defence of claims) or the legitimate interests of a third party (processing where this is necessary for the protection of third parties and where the interest in disclosure overrides the interest in secrecy)

Where the processing of your data is based on consent in accordance with Article 6 (1) (a) GDPR, you have the right to withdraw this consent at any time by email or in writing; it should be noted, however, that this does not affect the lawfulness of processing based on consent before its withdrawal.

3. Processing of personal data

3.1. Data processing in the context of your visit to the website

www.frutaromsavory.com www.frutarom.eu
www.gewuerzmueller.com <http://gewuerzmuehlenesse.com>

The controller (and originator) of the aforementioned websites is FRUTAROM Savory Solutions Austria GmbH, Adolf-Schemel-Strasse 9, 5020 Salzburg, Austria.

You can visit our websites without providing personal information. We only store access data which is not personally identifiable, such as:

- Your IP address
- The page from which you visited us
- The name of the requested file

These data are analysed exclusively for the purpose of improving our services and cannot be traced back to you. The information we receive from you helps us to tailor and continuously improve our services. IP addresses are stored in the log of the web server Apache. These log files are rotated daily and retained for seven days. On the eighth day, the oldest log file is deleted, thereby satisfying the requirements of data protection law.

3.2. Data processing in the context of our business relations

We process personal data which have been disclosed to us in connection with business activities by employees, applicants, customers, retailers, suppliers, prospective customers and other business partners, namely address and contact details (including phone numbers and email addresses) and occupational data (for example, the field in which you work): surname, first name, address, email address, phone number, fax number, role, place of work, date of birth, account details, social security number, religion, video data in the context of video surveillance, photos and video footage in the context of trade fairs and events, time tracking, internally allocated clearing number, and other information as far as is known or disclosed. Insofar as these data are classified as special categories of personal data, processing is carried out exclusively on the basis of Article 9 GDPR.

4. Transfer recipients

4.1. Transfer of personal data (EU)

Personal data are transferred to the competent tax authorities, social security institutions, health insurance companies, and all other authorities and institutions which must be informed by law. All data are transferred only to the extent necessary and required by law.

We transfer data to external processors only if we have concluded an agreement with them which meets the legal requirements for processor contracts. We transfer personal data to processors outside the European Union only if an adequate level of data protection is guaranteed.

4.2. Transfer of personal data (third country)

The processed data are not transferred to third countries within the context of processing for payroll accounting. Transfers only take place on the express written instructions of the employee.

There is no intention to transfer the data to a third country. All of the data are only transferred to the national authorities and institutions for the purposes of fulfilling the legal obligation.

5. Storage

Personal data are not, in principle, retained for longer than is necessary for the respective purposes of the processing. In the case of video recording, this means, for example, that the

video data on the data carrier are overwritten after 48 hours, and are therefore no longer usable.

That means that these data are retained at least for the duration of the processing, and beyond that depending on any further remaining reasons. Further reasons may be, for example, tax-related or other retention periods, or record-keeping of documents as evidence in case of legal disputes (limitation periods). Thus we erase personal data according to the legal grounds on which these data are processed. If we store these data on the basis of your consent, then we erase the data according to the storage periods made known to you or according to your request for erasure.

6. Data protection in connection with our online presence

a) Cookies

This website uses cookies. We use cookies in order to personalise content and advertising, to allow us to offer features for social media, and to analyse visits to our website.

Cookies are small text files which are used by websites to make the user experience more efficient.

We are allowed, by law, to store cookies on your device, provided these are essential for the operation of this site. For all other types of cookie, we require your consent. This site uses different types of cookie. Some cookies are placed by third parties that appear on our web pages.

You can change or withdraw your consent to the cookie policy on our website at any time.

Session cookies

Session cookies are erased once you have closed your browser.

Persistent cookies

We use cookies which remain on your hard disk. The expiry period is set to a date in the future for your convenience. When you return to our website, these cookies enable us to automatically recognise that you have visited us before and identify your preferred entries and settings (known as persistent cookies).

b) Use of Google Analytics and Facebook

Privacy policy for Google Analytics

Our website uses Google Analytics, a web analytics service provided by Google Inc., 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA. To deactivate Google Analytics, Google provides a browser plugin at <https://tools.google.com/dlpage/gaoptout?hl=en-GB>. Google Analytics uses cookies. These are small text files which make it possible to store specific user-related information on the user's end device. This information allows Google to analyse the use of our website. The information collected by the cookie regarding the use of our website (including your IP address) is usually transferred to a Google server in the USA and stored there. Please note that on this website the code "gat._anonymizeIp();" has been added in Google Analytics in order to ensure **anonymised** collection of IP addresses (known as IP masking). If anonymisation is activated, Google abbreviates IP addresses within European Union Member States or in other states which are parties to the Agreement on the

European Economic Area, which makes it impossible to establish your identity. Only in exceptional cases is the full IP address transferred to a Google server in the USA and abbreviated there. Google complies with the data protection provisions of the "Privacy Shield" agreement and is registered with the "Privacy Shield" program of the US Department of Commerce. Google uses the information it collects to analyse the use of our websites, create reports for us in this regard, and provide us with other services relating to this. You can find out more at <http://www.google.com/intl/de/analytics/privacyoverview.html>.

Privacy policy for Facebook

Our website uses features provided by Facebook Inc., 1601 S. California Ave, Palo Alto, CA 94304, USA. When you access our web pages which use Facebook plugins, a connection is only established between your browser and Facebook's servers after clicking (consenting). By doing so, data are transferred to Facebook. If you have a Facebook account, these data can be linked to it. If you do not want these data to be attributed to your Facebook account, please log out of Facebook before you visit our website. Interactions, particularly the use of the comment feature or clicking the "Like" or "Share" buttons, are also communicated to Facebook. You can find out more at <https://www.facebook.com/about/privacy>.

7. Your rights

In principle, you as a data subject have the rights of access, rectification, erasure, restriction, data portability, and objection.

Right of access: A data subject has the right to obtain confirmation as to whether personal data concerning him or her are being processed. Where that is the case, the data subject has the right to obtain access to these personal data and to the information set out in Article 15 (1) GDPR (such as the purposes of the processing and the categories of personal data).

Right to rectification: A data subject has the right to obtain the rectification of inaccurate personal data concerning him or her.

Right to erasure: A data subject has the right to obtain the erasure of personal data concerning him or her, for example,

- if the data are no longer necessary in relation to the purposes for which they were collected or otherwise processed, or
- if the data have been unlawfully processed, or
- where processing is based on a declaration of consent, if the data subject withdraws consent.

A data subject shall not have the right to erasure, however, if the derogations set out in Article 17 (3) GDPR apply, for example if processing is necessary for compliance with a legal obligation according to EU law or national law (e.g. legal retention requirements) or for the establishment, exercise or defence of legal claims.

Restriction of processing: A data subject has the right to obtain restriction of processing if

- the accuracy of the personal data is contested by him or her, for a period enabling us to verify the accuracy of the personal data,
- the processing is unlawful and the data subject opposes the erasure of the personal data and requests the restriction of their use instead;

- the personal data are no longer needed for the purposes of the processing, but they are required by the data subject for the establishment, exercise or defence of legal claims, or
- the data subject has objected to processing pursuant to Article 21 (1) GDPR (see below) pending the verification of whether the legitimate grounds of the controller override those of the data subject.

Right to object: Pursuant to Article 21 (2) GDPR, a data subject has the right to object to the processing of his or her personal data where personal data are processed

- in order to safeguard the legitimate interests of the controller. The data processing shall cease provided there is an overriding interest in protecting the data subject.
- for the purposes of direct marketing. The data subject can object to this at any time without giving reasons.
- by means of automated decision-making (profiling). The data subject can object to this at any time without giving reasons.

Right to data portability: A data subject has the right to receive his or her data, which he or she has provided, in a structured, commonly used and machine-readable format, insofar as these data are being processed on the basis of consent which he or she has given and which can be withdrawn, or for the performance of a contract, and insofar as the processing is being carried out by automated means. The data subject has the right to transmit these data to another controller. He or she also has the right to have the personal data transmitted directly from one controller to another, where technically feasible.

If a data subject considers that the processing of his or her data infringes data protection law, or that his or her rights under data protection law have been infringed in any other way, he or she can lodge a complaint with the competent supervisory authority. In **Austria**, the Data Protection Authority is responsible for this.

Austrian Data Protection Authority
 Wickenburggasse 8
 A - 1080 Vienna
 Phone : +43 1 52 152-0
 Email : dsb@dsb.gv.at

The competent supervisory authority for issues relating to data protection law in **Germany** is the State Commissioner for Data Protection of the federal state in which the controller is based. The following link provides a list of data protection commissioners, together with their contact details: https://www.bfdi.bund.de/DE/Infothek/Anschriften/Links/anschriften_links-node.html

8. Data security

Your personal data are protected by means of appropriate technical and organisational measures. These measures specifically concern protection against unauthorised, unlawful or even accidental access, loss, use and manipulation.

Despite our efforts, we cannot guarantee that information you disclose to us online will not be viewed and used by other people. The same applies if you send us information by email or consent to communication via email.

Please note that we cannot therefore assume liability of any kind whatsoever for the disclosure of information as a result of data transmission errors which were not caused by us, and/or unauthorised access by third parties (e.g. hacking of an email account, interception of emails, etc.).

9. Changes to these regulations

These regulations are reviewed regularly in order to account for new legislation and technologies, changes to our activities and procedures, and the changing business environment.