



Website

PRIVACY POLICY

02/08/2024

This document contains The Delta's website privacy policy that is applicable across all company websites.

Website Privacy Policy

1. General information on data processing

Empaua GmbH T/A The Delta DE GmbH ("we", "our", "us") is committed to protecting and respecting your privacy. This website Privacy Policy outlines how we collect, use, process, and protect your personal data when you use our website. It is compliant with the General Data Protection Regulation (GDPR).

1.1. Data Controller

Empaua GmbH T/A The Delta

Rochstraße 1, Mitte, 10178

Germany

data-protection@thedelta.io

1.2. Data Protection Officer

We have appointed an external Data Protection Officer ("DPO") through Simpliant. Simpliant advises us as an external DPO and on the implementation and maintenance of our data protection management system. More information about Simpliant can be found at <http://www.simpliant.eu>.

You can reach our appointed DPO by e-mail at: data-protection@thedelta.io

1.3. Your Rights

Under the GDPR, you have the following rights regarding your personal data:

- **Right to Access (Art. 15 GDPR):** You can request access to your personal data.
- **Right to Rectification (Art. 16 GDPR):** You can request correction of inaccurate personal data.
- **Right to Erasure (Art. 17 GDPR):** You can request deletion of your personal data.



- **Right to Restrict Processing (Art. 18 GDPR):** You can request restriction of processing of your personal data.
- **Right to Data Portability (Art. 20 GDPR):** You can request transfer of your personal data to another service provider.
- **Right to Object (Art. 21 GDPR): You can object to the processing of your personal data.**
- **Right to revoke consent (Art. 7 para. 3 GDPR): If we process your data based on your consent, you have the right to revoke your consent at any time with effect for the future.**

To exercise these rights, please contact us at data-protection@thedelta.io.

Please note that in this case we will need to verify your identity and therefore identify you by suitable means. The processing of your application and the identification of your person takes place based on Art. 6 para. 1 lit. c GDPR.

You may at any time pursuant to Art. 77 GDPR in conjunction with § 19 of the Federal Data Protection Act ("BDSG") to lodge a complaint with a supervisory authority for data protection, e.g., with the competent supervisory authority of the federal state in which you live or with the authority responsible for us.

1.4. Processing of data, purpose, and legal basis

We process your personal data in accordance with the GDPR and BDSG provisions.

In particular, your data will be processed on the basis of the following legal bases:

- Art. 6 para. 1 lit. a GDPR – your consent,
- Art. 6 para. 1 lit. b GDPR – contract performance or pre-contractual measures,
- Art. 6 para. 1 lit. c GDPR – fulfillment of a legal obligation,
- Art. 6 para. 1 lit. e GDPR – public interest or exercise of official authority,
- Art. 6 para. 1 lit. f GDPR – legitimate interests.

Several legal bases may apply to a single processing activity. You will receive further information in the context of the several processing activities mentioned below.



1.5. Retention period

We will take all reasonable steps to ensure that your personal data is processed only for the period required for the purpose of processing in each case. If the retention period is not specified below, your personal data will be deleted or blocked as soon as the purpose or legal basis for retention ceases to apply. Personal data will not be deleted if retention is required by law (e.g., §§ 257 HGB, 147 AO). Furthermore, we may store your personal data until the expiry of the statutory limitation periods (usually approx. 3 years; in individual cases, however, up to 10 years or longer), if this is necessary for the assertion, exercise, or defense of legal claims.

1.6. Data Security

We implement appropriate technical and organizational measures to protect your personal data against accidental or unlawful destruction, loss, alteration, unauthorized disclosure, or access.

1.7. Transmission to service providers

We use service providers for the provision of our offers. These service providers act only according to our instructions and are contractually obligated to comply with the provisions of Art. 28 GDPR.

1.8. Data transfer to third countries

Unless otherwise stated below, your data will not be transferred to a third country outside the European Union. Your personal data will only be transferred to third countries if the requirements of Art. 44–49 GDPR are met (this includes particularly the conclusion of the standard contractual clauses adopted by the EU Commission, binding corporate rules and adequacy decisions by the EU Commission).

1.9. No obligation to provide data/no profiling

There is no legal or contractual obligation to provide us with data. However, some services can only be provided if you provide the necessary data. Your personal data will not be used for automated individual decision-making, including profiling.

2. Website

Our website offers different areas with different functionalities for the visitor, which are described in more detail below.



2.1. Server log files

Nature and purpose of data processing:

When you access our website, information of a general nature is automatically collected. This information, known as server log files, includes: IP address, name of access provider, browser type, browser software version and browser language, operating system, date and time of access, content of access, amount of data transferred, access status (successful transfer/error), website(s) to which access was redirected, websites visited.

The processing is carried out for the following purposes: to ensure a connection to the website without malfunctions, to ensure seamless use of our website, and to evaluate the system security and stability.

Legal basis:

The processing is carried out pursuant to Art. 6 para. 1 lit. f GDPR based on our legitimate interest in hosting the website and to improve and monitor the security, stability, and functionality of the website.

Recipient:

The recipient of the data is Webflow Inc., a technical service provider responsible for the operation and maintenance of our website. As a processor, the service provider is obliged to process the data only within the scope of our instructions.

Transfer to third countries:

Personal data is transferred to the USA as part of the service. The transfer is based on an adequacy decision of the EU Commission. Webflow has certified under the Data Privacy Framework that it complies with the requirements of the GDPR.

Retention period:

The server log files are deleted after 14 days at the latest.

2.2. Consent management

Nature and purpose of data processing:



Our website uses cookies and similar technologies for various processing activities for which your consent is required. To obtain and store such consent, we use a so-called "cookie banner". As part of this, a cookie – a small text file – is set on your terminal device to register your selection/consent. For this purpose, we process your IP address, among other things.

Legal basis:

The processing is carried out for the fulfillment of a legal obligation (§ 25 TDDDG) and based on our legitimate interest in the documentation according to Art. 6 para. 1 lit. c and lit. f GDPR.

Recipient:

The recipient of the data is Cookiescript (Cybot A/S), a technical service provider. As a processor on our behalf, the service provider is obliged to process the data only in accordance with our instructions.

Retention Period:

Please refer to the cookie banner for the retention periods.

2.3. Application and career

Nature and purpose of data processing:

On our website you have the opportunity to apply for a job (especially for vacancies). As a rule, personal data is collected directly from you as part of the application process – when you apply for a specific job posting or submit a speculative application. In addition, we may also have received data from third parties (e.g., job boards) if you have applied to us via such a platform. In addition, we may process personal data that we may receive from publicly available sources (e.g., professional social networks). In order to accept and evaluate your application and depending on the data provided by you, we may process the following personal data: Any information you provide about yourself, such as: First name, last name, E-Mail, phone number, cv, location, salary expectations, location, Application photo, LinkedIn profile, files and documents, such as certificates and references, that you send us in connection with your application, other personal data transmitted to us as part of the application process.

Legal basis:



The processing of the data that you have provided to us as part of the application process is based on Art. 6 para. 1 lit. b, Art. 88 GDPR in conjunction with the respective national regulation. In the event of your consent, the legal basis is Art. 6 para. 1 lit. a GDPR.

Recipient:

Your application data may be shared between entities within the corporate group. Only the departments and groups of people involved in the recruitment process have access to the data you provide. All employees involved have been obligated to treat your data confidentially.

Retention period:

Your personal data will be deleted no later than six months after completion of the application process. In the event of employment, we will include the data provided in our personnel file.

2.4. Newsletter

Nature and purpose of the processing:

On our website, we offer you the opportunity to subscribe to an e-mail newsletter. We need to process your e-mail address for this purpose. This data is processed in order to be able to send you this information.

Legal basis:

The processing is based on your consent (Art. 6 para. 1 lit. a GDPR).

Right to withdraw consent:

You have the right to withdraw your consent at any time and thus object to the use of your data with effect for the future (e.g., by clicking on the unsubscribe link in one of our newsletters).

Recipient:

The recipient of the data is Mailchimp (Intuit Inc.) and Zapier Inc., technical service providers. As processors, the service providers must process the data only within our instructions.



Transfer to third countries:

Personal data is transferred to the USA as part of the service. The transfer is based on an adequacy decision of the EU Commission. Intuit Inc. and Zapier Inc. are certified under the Data Privacy Framework that they comply with the requirements of the GDPR.

Retention period:

We process your data until you unsubscribe from our newsletter, revoke your consent or request that we delete it.

2.5. Making contact

Nature and purpose of the processing:

In order to provide you with the best possible support when using our services, we offer you the option of contacting us via a contact form on the website, by telephone, by email or via social media. In this context, we may process your IP address, your email address, your name, and the content of your inquiry.

Legal basis:

The data is processed for the implementation of pre-contractual measures (Art. 6 para. 1 lit. b GDPR). In addition, they are processed to safeguard our legitimate interests (Art. 6 para. 1 lit. f GDPR) in providing our customers with uncomplicated customer service.

Recipient:

The recipient of the data is a technical service provider. As processors on behalf, the service providers are obliged to process the data only in accordance with our instructions.

Retention period:

The data will be deleted if it is no longer required. The necessity is checked at regular intervals. We will delete your data at the latest after the regular limitation period of three years after the last contact. You can request the deletion of your data at any time.



2.6. Website Analytics

Nature and purpose of data processing:

This website uses cookie-based technology to help us better understand how the website is used. We do this by compiling reports on website activity. For this purpose, your IP address is transmitted to a service provider using analytics cookies (Google Analytics). You can find more information on this in our cookie banner.

Legal basis:

The processing is carried out with your consent according to Art. 6 (1) a GDPR.

Recipients:

The recipient of the data is a processor, Google Inc. (EU, United States). For this purpose, we have concluded the necessary data processing agreement under which the service providers are obliged to process the data only in accordance with our instructions.

Retention Period:

The data will be deleted after one year.

3. Website Leads

3.1. Data Captured

- **Email, first name, last name**

3.2. Processing Activities and IT Applications

- **Collect Emails**
 - **Nature and purpose of data processing:** We collect emails for marketing purposes.



- **Legal basis:** The processing is based on your consent (Art. 6 para. 1 lit. a GDPR).
 - **Applications /Recipient:** In this context, we use the service providers Webflow Inc. and Mailchimp (Intuit Inc.). As processors, the service providers are obliged to process the data only in accordance with our instructions.
 - **Data Location/Transfer to third countries:** EU/US; Personal data is transferred to the USA as part of the service. The transfer is based on an adequacy decision of the EU Commission. Webflow and Mailchimp (as it is part of "Intuit Inc.") have certified under the Data Privacy Framework to ensure compliance with the requirements of the GDPR
 - **Retention period:** The data will be deleted if it is no longer required. The necessity is checked at regular intervals. We will delete your data at the latest after the regular limitation period of three years after the last contact. You can request the deletion of your data at any time.
- **Setting Up Sales Calls**
 - **Nature and purpose of data processing:** We are setting up sales calls for marketing purposes.
 - **Legal basis:** The processing is based on your consent (Art. 6 para. 1 lit. a GDPR).
 - **Application/Recipient:** Calendly LLC
 - **Data Location/ Transfer to third countries:** US, Calendly LLC is certified under the U.S. Data Privacy Framework.
 - **Retention period:** The data will be deleted if it is no longer required. The necessity is checked at regular intervals. We will delete your data at the latest after the regular limitation period of approx. three years after the last contact. You can request the deletion of your data at any time.
- **Collecting Information for CRM**
 - **Nature and purpose of data processing:** We collect data for CRM to make our business processes efficient and to manage our business relationship with you.
 - **Legal basis:** The processing is necessary for the performance of a contract or to take steps prior to entering into a contract and we have a legitimate interest in organizing our business structures efficiently (Art. 6 para. 1 lit. b and lit. f GDPR).
 - **Applications/Recipient:** Typeform SL, Retool Inc.
 - **Data Location/Transfer to third countries:** EU (Typeform SL), US (Retool Inc.) We have concluded with Retool SCC of the European Commission
 - **Retention period:** The data will be deleted if it is no longer required. The necessity is checked at regular intervals. We will delete your data at the latest after the regular limitation period of approx. three years after the last contact. You can request the deletion of your data at any time.



3.3. Cookies

You can find more information about the cookies used on our [cookie banner at the bottom of our website](#). There you can also manage your cookie settings at any time, particularly give or withdraw your consent.

4. Changes to this Privacy Policy

We reserve the right to update this privacy policy. The current version of the privacy policy applies. Any changes will be posted on our website, and where appropriate, notified to you by email.

5. Contact Us

If you have any questions about this Website Privacy Policy or our data protection practices, please contact us at:

- **Email:** data-protection@thedelta.io
- **Address:** Rochstraße 1, Mitte, 10178, Berlin, Germany



