

DAM INVISIBLE TECHNOLOGY AG'S PRIVACY POLICY ON THE PROCESSING OF PERSONAL DATA

DAM Invisible Technology AG pays special attention to the protection of personal data and to the compliance with the mandatory legal provisions. DAM Invisible Technology AG pays special attention to the principles of fairness, transparency and purposefulness of data management, data economy, accuracy, limited storage, integrity and confidentiality, and accountability.

I. The controller

Its name is DAM Invisible Technology AG
The company's UID is CHE-483.921.282
Registered office: 8001 Zürich, Bahnhofplatz 1
Mailing address: 8001 Zürich, Bahnhofplatz 1
E-mail address: let-it@dam-it.ch
Central telephone number: +41 76 735 67 25
Website: <https://www.invisibletechnology.ch>

II. Interpretative provisions

Data subject: any natural person identified on the basis of specific personal data and any natural person who can be identified directly or indirectly.

Personal Data: any information relating to a Data Subject. A natural person can be identified, directly or indirectly, in particular by reference to an identifier such as a name, number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

Data processing: any operation or set of operations which is performed upon personal data or on sets of personal data, whether or not by automated means, such as collection, recording, organisation, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction.

Controller: a natural or legal person, public authority, agency or any other body which, alone or jointly with others, determines the purposes and means of the processing of personal data. Where the purposes and means of the processing are determined by Union or Member State law, the controller or specific criteria for the designation of the controller may also be determined by Union or Member State law.

Data processor: a natural or legal person, public authority, agency or any other body that processes personal data on behalf of the Curia.

Consent of the Data Subject: a voluntary, specific, informed and unambiguous indication of the Data Subject's wishes, by which the Data Subject signifies, by means of a declaration or an unambiguous act of affirmation, that he or she gives his or her consent to the processing of personal data concerning him or her.

Data breach: a breach of security that results in the accidental or unlawful destruction, loss, alteration, unauthorized disclosure of, or access to, personal data transmitted, stored or otherwise processed.

IP address: a unique network identifier used to identify devices using the TCP/IP network protocol to access the Internet. Each IT device connected to the Internet has a unique IP address through which it can be identified.

Cookie: a data packet (file) that is generated by the web content server and passed to the web browser. Cookies can contain information about searches made on a particular web server, information that is stored on the server. The primary purpose of the use of cookies is to store user profile information, which is primarily used to store the preferences of the user, so that the user can access the website in the way he or she is used to.

Cookies are stored by the browser program in a separate directory on the devices used by the Data Subject (computer, tablet, smartphone, etc.) The cookie uniquely identifies and allows the web server to recognize the user and the device used by the user on the Internet. The GDPR also includes cookies and other identifiers placed on the device used by the user as personal data.

Web beacons (web bugs): invisible images on websites or in emails that enable the tracking and measurement of actions taken by users (e.g. opening a newsletter, clicking on URLs (links), etc.). Web beacons are commonly used in conjunction with cookies to provide additional information for profiling users online.

Internet profiling: any form of automated processing of personal data by web servers where personal data are used to evaluate the characteristics of a natural person. It may contain information, findings, conclusions about the user's interests, activities on the Internet and the data he or she has provided there. Where appropriate, it may benefit the user as individual websites may appear in the way they prefer, making information available which is likely to be of interest to them but which may also be open to abuse (e.g. measuring workplace activity, using information about health, travel).

Objection: a statement by the Data Subject objecting to the processing of his or her personal data.

Supervisory Authority: independent public authority established in accordance with Article 51 of the GDPR, in Switzerland: Eidgenössischer Datenschutz- und Öffentlichkeitsbeauftragter.

III. Legal basis for processing

The provisions of Article 6 of the GDPR.

If the data subject provides other personal data, he/she is obliged to obtain the prior consent of the Data Subject, which DAM Invisible Technology AG assumes.

Legal background - this Privacy Policy complies with the

- Regulation (EU) 2016/679 of the European Parliament and of the Council (GDPR),
- Federal Act on Data Protection (FADP) of Swiss Legal provisions.

IV. Purpose of data processing

The scope, purpose, legal basis and duration of the processing of personal data are set out in Chapter VIII.

V. Data processors, persons entitled to access the data

Personal data may be processed by authorized employees of DAM Invisible Technology AG and by authorized employees of its owner: DAM Invisible Technology Zrt.

VI. Rights and remedies of the Data Subject in relation to data processing

1. Rights of the Data Subject in relation to data processing

The right to information

The Data Subject may request in writing, via the contact details provided in point I, that DAM Invisible Technology AG:

- o which personal data,
- o on what legal basis,
- o for what purposes,
- o from what source,
- o how long it will be treated,

and to whom, when, under what law, to which personal data DAM Invisible Technology AG has granted access or transferred your personal data.

-The right to rectification

The Data Subject may request in writing, via the contact details provided in point I, that DAM Invisible Technology AG rectify inaccurate personal data relating to him or her or, if compatible with the purposes of the processing, supplement personal data (e.g. change of e-mail address or postal address).

The right to erasure

The Data Subject may request in writing, via the contact details provided in Section I, that DAM Invisible Technology AG delete any of his or her personal data. The request may not be complied with if DAM Invisible Technology AG carries out mandatory personal data processing required by law.

The right to restriction

The Data Subject may request in writing, via the contact details provided in Section I, that his or her personal data be blocked by DAM Invisible Technology AG if one of the conditions set out in Article 18 (1) GDPR is met.

The right to protest

The Data Subject may object in writing, on grounds relating to his or her particular situation, to the processing of his or her personal data using the contact details provided in point I.

The Data Subject may submit a request in writing to enforce the above rights, which DAM Invisible Technology AG will examine within 25 days of delivery, or without delay in the case of a request for rectification. If the legitimacy of the Data Subject's request can be clearly established, DAM Invisible Technology AG will take the necessary action and will inform the Data Subject of this in the same way as the request (electronically or on paper). If the request cannot be complied with, it will decide to reject it and will notify the Data Subject of its decision by means of a reasoned decision in the same manner as the request (electronically or on paper).

2. Remedies available to the Data Subject

The Data Subject may contact DAM Invisible Technology AG in writing with information or questions regarding the processing of his or her personal data using the contact details provided in Section I. Following the Data Subject's request, DAM Invisible Technology AG will take the necessary measures within 25 days, or immediately in the case of a request for rectification. If no action is taken, within 25 days of receipt of the request, DAM Invisible Technology AG shall inform the Data Subject of the reasons for the failure to take action and of the possibility to lodge a complaint with the Supervisory Authority and exercise his/her right to judicial remedy.

The name and contact details of the Supervisory Authority

Title: Eidgenössischer Datenschutz- und Öffentlichkeitsbeauftragter (Federal Data Protection and Information Commissioner – <https://www.edoeb.admin.ch/edoeb/de/home.html> - Feldeggweg 1 CH - 3003 Bern). Report of violation of data protection regulations (for data subjects) use: https://www.edoeb.admin.ch/edoeb/en/home/deredoeb/kontakt/anzeigeformular_betroffene.html

Initiation of legal proceedings

In the event of unlawful data processing experienced by the Data Subject, he or she may contact the Supervisory Authority or initiate a civil action against DAM Invisible Technology AG.

Contact options

If users have data protection concerns or require further information about their rights, they can contact DAM Invisible Technology AG at the following contact details:

e-mail address: let-it@dam-it.ch

phone number: +41 76 735 67 25

VII. Data security measures

DAM Invisible Technology AG takes appropriate measures to protect personal data against accidental or unlawful destruction, loss, alteration, damage, unauthorized disclosure or access.

DAM Invisible Technology AG regulates access to personal data processed on paper and in electronic form in such a way that only designated employees are entitled to access the data in order to achieve the purpose of the processing. DAM Invisible Technology AG has established specific levels of authorisation for the processing of personal data, firewalls IT systems and provides adequate virus protection.

Access to electronically processed personal data is logged by the software used, and a record is kept of the access and any transmission. Any data protection incidents are recorded by DAM Invisible Technology AG and reported to the Supervisory Authority within 72 hours.

VIII. Specific rules for certain personal data processing

Personal data processing in connection with the use of electronic messaging (e-mail)

The Data Subject has the possibility to contact DAM Invisible Technology AG via the e-mail addresses on the website. In this case, DAM Invisible Technology AG will process the e-mail address received.

If the e-mail contains other personal data, the communicator is obliged to obtain the prior consent of the Data Subject, which DAM Invisible Technology AG assumes.

Scope of data stored

The data voluntarily provided on the web to enable contact (name, e-mail address, company name, interests) will be stored for 12 months, except where the Data Subject specifies otherwise.

In our contractual relationships, we store personal and company data that are recorded in the contract (e.g. names, e-mail addresses, telephone numbers of users). We store these data for the duration of the contractual relationship and for as long as they are specifically regulated in the contract.

Use of information

The data voluntarily provided on the web will be used for the professional clarification of the area requested in the contact and for the development of possible future cooperation.

We use the data received in our contractual relationships in the course of our services in accordance with the contract.

The data will be shared and disclosed for the purposes and in the manner set out in this clause. Exceptions are made for data that DAM Invisible Technology AG is obliged to disclose by an applicable law, official or judicial decision or measure or legal provision.

Personal data processing related to the use of your phone

The Data Subject has the possibility to contact the DAM Invisible Technology AG via the telephone numbers on the website. In this case, DAM Invisible Technology AG will manage the number used by the Data Subject and then automatically delete it depending on the storage capacity. DAM Invisible Technology AG will not use the telephone number used by the Data Subject for identification purposes. DAM Invisible Technology AG will not disclose the personal data thus obtained to third parties, except for requests based on a legally authorised request.

Processing of personal data in connection with applications for vacancies advertised by DAM Invisible Technology AG

DAM Invisible Technology AG vacancies can be filled by application or advertisement.

In the case of an application for a job application or a job advertisement, DAM Invisible Technology AG as the data controller processes the personal data contained in the CV and cover letter of the applicant (Data Subject) in paper format.

The legal basis for the personal data processing is the consent of the Data Subject, which DAM Invisible Technology AG considers as given by the application for a job or job advertisement, and the fulfilment of the legal obligation of DAM Invisible Technology AG

DAM Invisible Technology AG does not disclose the Data Subject's data to third parties.

Data management of the IR:IS mobile application used by DAM Invisible Technology AG

This notice summarises how and for what purposes the Data Controller collects and uses the personal data of users of the Android and iOS-based IR:IS smartphone application (hereinafter referred to as the Application) operated by the Data Controller.

Users: the users of the Application used by DAM Invisible Technology AG are strictly the employees and contracted partners of DAM Invisible Technology AG. The application stores the following personal data provided by them:

- e-mail address
- Your name
- Phone number

The purpose of our data management is to provide the services available in the IR:IS mobile application, to support the software and services we distribute and to enable us to contact our customers.

The application stores personal data until the formal termination of the employment relationship or contract. The personal data provided will never be used for purposes other than those mentioned above. Personal data may only be disclosed to third parties with your prior explicit consent.

Data security

We store our customers' personal data, for as long as necessary to handle contracts or voluntary requests, on our systems with the highest level of data protection, under strict "need to have" eligibility insurance principles.

IX. Cookie Policy

How we use cookies, the types of cookies we use and how we manage user preferences.

The site only uses cookies that are required by Wix and are essential for the functioning of the site. They typically fall into the required security and/or performance categories. A consent mode, v2 cookie consent, is implemented on the site where cookies can be turned on/off by category. Wix stores analytics data as a hosting provider for its own use, which is not passed on to third parties other than Wix.

The cookies are:

- XSRF-TOKEN: This cookie is used to help secure the site and prevent Cross-Site Request Forgery attacks.
- hs: set up by Wix and used for security reasons.
- ssr-caching: A session cookie indicates how the website was displayed.
- svSession: identifies unique visitors and tracks their sessions on the site, which is essential for Wix.
- consent policy: saves visitor cookie settings for future visits.

X. Amendments to the Privacy Notice

DAM Invisible Technology AG reserves the right to amend this Privacy Policy at any time by unilateral decision.

We constantly monitor changes to policies and laws, which we will post on our website and in our Privacy Policy.