

Data Privacy Statement

Name and address of the company

The person responsible within the meaning of the General Data Protection Regulation GDPR (hereinafter "DSGVO") and other national data protection laws of the member states as well as other data protection regulations:

Alexion Managementpartners GmbH
Dr. Sezai KAYA
Humboldtstr.49
14193 Berlin
Tel.: +49 30 51696291
E-Mail: info@alexiontalent.com
Website: <https://alexiontalent.com/>

General data processing

Scope and permission for the processing of personal data

We only collect and use personal data of our users insofar as this is necessary to provide the functionality of our website as well as our contents and services. The collection and use of personal data of our users takes place regularly only with the user's consent.

An exception applies in those cases where prior consent cannot be obtained for real reasons and the processing of the data is permitted by law.

The legal basis for the processing of personal data with the prior consent of the data subject is Art. 6 para. 1 lit. a DSGVO. The legal basis for the processing of personal data required for the fulfilment of a contract or for the implementation of pre-contractual measures is Art. 6 para. 1 lit. b DSGVO. In the processing of personal data for the fulfilment of a legal obligation, the legal basis is Art. 6 para. 1 lit. c DSGVO. In the event that the vital interests of the data subject or another natural person require the processing of personal data, Article 6(1)(d) DSGVO serves as the legal basis. If processing is necessary to protect a legitimate interest of our company or a third party and if these interests outweigh the interest of the data subject, taking into account the fundamental rights and freedoms of the data subject, Art. 6 para. 1 lit. f DSGVO is the legal basis for processing the data.

Data erasure and storage time

The personal data of the person concerned will be deleted or blocked as soon as the purpose of storage ceases to apply. Furthermore, data may be stored if this is provided for by law for processing the data. In this case, data will be blocked or deleted when the legally prescribed storage period expires, unless there is a need for further storage of the data for the conclusion or fulfilment of a contract.

Data processing through use of our website

Visit our website

When you visit our website, the browser on your device automatically sends information to the server on our website. This information is temporarily stored in a so-called log file. The following information is recorded without your intervention and stored until it is automatically deleted: IP address of the requesting computer, date and time of access, name and URL of the accessed file, website from which access is made (referrer URL), browser used and, if applicable, your computer's operating system and the name of your access provider.

We process the above data for the purposes of ensuring a smooth connection to the website, ensuring comfortable use of our website, evaluation of system security and stability and for other administrative purposes.

The legal basis for data processing is Art. 6 para. 1 sentence 1 lit. f DSGVO. Our legitimate interest follows from the purposes listed above for data collection. Under no circumstances do we use the data collected for the purpose of drawing conclusions about you personally.

Use of our contact form

There is a contact form on our website which can be used for electronic contact. If a user uses this option, the data entered in the contact form as well as the IP address, date and time will be transmitted to us and stored. Your consent is obtained for the processing of the data within the scope of the sending process and reference is made to this data protection declaration. In this case, the legal basis for processing the data is Art. 6 para. 1 lit. a DSGVO.

Alternatively, you can contact us via the e-mail address provided. In this case, the user's personal data transmitted by e-mail will be stored. In this context, the data will not be passed on to third parties. The legal basis for the processing of this data is Art. 6 para. 1 lit. f DSGVO. If the e-mail contact aims at the conclusion of a contract, then additional legal basis for the processing is Art. 6 exp. 1 lit. b DSGVO. The data will be processed for the purpose of contacting us in accordance with Art. 6 para. 1 sentence 1 lit. a DSGVO on the basis of your voluntary consent. The personal data collected by us for the use of the contact form will be automatically deleted after your request has been processed.

Social plugins

(1) We use social plugins from facebook.com, operated by Facebook Inc., 1601 S. California Ave, Palo Alto, CA 94304, USA. The plugins can be recognised by the Facebook logo or the addition of "Facebook social plugin". If you click on the "Like" button or enter a comment, the corresponding information is sent directly from your browser to Facebook and stored there. Details on the handling of your personal data by Facebook and your relevant rights can be found in the privacy policy: [Facebook](#). If you do not want Facebook to collect information about you via our web pages, you should log out of Facebook before you visit our website. You can prevent the storing of Facebook plugins also with add-ons for your browser completely, e.g. with the „Facebook blocker“ (Facebook).

(2) In connection with Twitter and the Re-Tweet functions, we use the so-called "social plugins" from twitter.com, operated by Twitter Inc. 795 Folsom St., Suite 600, San Francisco, CA 94107, USA. The plugins are marked with a Twitter logo such as the blue "Twitter bird". If you use the Re-Tweet functions, the web pages you visit will be disclosed to third parties and linked to your Twitter account. For details on the use of your data by Twitter as well as on your rights and setting options to protect your personal data, please see the privacy policy: [Twitter](#). If you do not like the fact that Twitter directly assigns the data collected over our web appearance to your Twitter account you must out-log on Twitter before your visit of our website. You can prevent the storing of Twitter plugins also with add-ons for your browser completely, e.g. with the script blocker (NoScript).

We also use social plugins from instagram.com, pinterest.com, linkedin.com. The Plugins are to be recognized by the relevant logo. If you click the relevant button, the appropriate information is conveyed directly at relevant company and stored there. Please take details to handling your personal data by relevant company as well as your relevant rights from the privacy statements of relevant company. Details on the handling of your personal data by Instagram and your relevant rights can be found in the privacy policy of [Instagram](#). Details on the handling of your personal data by Pinterest and your relevant rights can be found in the privacy policy of [Pinterest](#). Details on the handling of your personal data by LinkedIn and your relevant rights can be found in the privacy policy of [LinkedIn](#)

Newsletter

On our website we offer you the opportunity to subscribe to our newsletter. With this newsletter we inform in regular intervals about our offers. To receive our newsletter, you need a valid e-mail address. We will check the e-mail address you have entered to make sure that you are actually the owner of the e-mail address provided or that the owner is authorized to receive the newsletter.

When you register for our newsletter, we will save your IP address and the date and time of your registration. In the event that a third party misuses your e-mail address and subscribes to our newsletter without your knowledge, this serves as a safeguard on our part. We do not collect any further data. The data collected in this way will only be used to subscribe to our newsletter. The data will not be passed on to third parties. A comparison of the data collected in this way with data that may

be collected by other components of our site does not take place either. You can cancel your subscription to this newsletter at any time. Details can be found in the confirmation e-mail and in each individual newsletter.

Newsletter tracking

Our newsletters contain so-called tracking pixels. A tracking pixel is a miniature graphic embedded in e-mails sent in HTML format to enable log file recording and analysis. This allows a statistical evaluation of the success or failure of online marketing campaigns to be carried out. On the basis of the embedded pixel-code we can recognize whether and when an e-mail was opened by an affected person and which links in the e-mail were called by the affected person.

Such personal data collected via the tracking pixels contained in the newsletters is stored and evaluated by us in order to optimize the newsletter dispatch and to adapt the content of future newsletters even better to the interests of the person concerned. This personal data will not be passed on to third parties. Persons concerned are entitled at any time to revoke the respective separate declaration of consent given via the double opt-in procedure. After revocation, this personal data will be deleted by the data controller. We always interpret a cancellation of the receipt of our newsletter as a revocation.

Information disclosure

Your personal data will not be transmitted to third parties for purposes other than those listed below. We will only disclose your personal data to third parties if you have given your express consent pursuant to Art. 6 para. 1 sentence 1 lit. a DSGVO, the disclosure pursuant to Art. 6 para. 1 sentence 1 lit. f DSGVO is necessary to assert, exercise or defend legal claims and there is no reason to assume that you have a predominant interest worthy of protection in not disclosing your data, in the event that for the disclosure pursuant to Art. 6 para. 1 lit. 1 lit. f DSGVO. 6 para. 1 sentence 1 lit. c DSGVO, as well as this is legally permissible and required by Art. 6 para. 1 sentence 1 lit. b DSGVO for the processing of contractual relationships with you.

Use of cookies

We use cookies for the operation of our website in order to make it more user-friendly. Some elements of our website require that the calling browser can be identified even after a page change.

Cookies are small files that enable the user's access device (PC, smartphone, etc.) to store specific information relating to the device. They serve on the one hand the user-friendliness of web pages and thus the users (e.g. storage of login data). On the other hand, they are used to collect statistical data on the use of the website and to analyse it for the purpose of improving the offer. Users can influence the use of cookies. Most browsers have an option with which the storage of cookies is restricted or completely prevented. However, it is pointed out that the use and especially the comfort of use are limited without cookies.

The user data collected in this way is pseudonymised by technical precautions. Therefore, it is no longer possible to assign the data to the calling user. The data will not be stored together with other personal data of the users.

The legal basis for the processing of personal data using cookies is Art. 6 para. 1 lit. f DSGVO. The legal basis for the processing of personal data using technically necessary cookies is Art. 6 para. 1 lit. f DSGVO. The legal basis for the processing of personal data using cookies for analytical purposes is Art. 6 para. 1 lit. a DSGVO.

The purpose of using technically necessary cookies is to simplify the use of websites for users. Some functions of our website cannot be offered without the use of cookies. For this it is necessary that the browser is recognized even after a page change.

The analysis cookies are used to improve the quality of our website and its content. Through the analysis cookies we learn how the website is used and can thus continuously optimize our offer.

For these purposes, our legitimate interest also lies in the processing of personal data in accordance with Art. 6 para. 1 lit. f DSGVO.

Borlabs Cookie

This website uses a Borlabs Cookie, which sets a technically necessary cookie (borlabs-cookie) to store your cookie preferences. Borlabs Cookie does not collect any personal data.

The *borlabs-cookie* cookie stores the consent you have given when you entered the website. If you wish to revoke these consents, simply delete the cookie from your browser. If you re-enter/reload the website, you will be asked again for your cookie consent.

Third-party services

We have integrated contents, services and achievements of other offerers on the Internet side. These include maps provided by Google Maps, videos from YouTube and graphics and images from other websites. In order for this data to be called up and displayed in the user's browser, the transmission of the IP address is absolutely necessary. The providers (hereinafter referred to as "third-party providers") thus perceive the IP address of the respective user.

Although we make every effort to use only third-party providers who only need the IP address to deliver content, we have no influence on whether the IP address may be stored. In this case, this process is used for statistical purposes, among other things. If we have knowledge that the IP address is stored, we point this out to our users.

Use and application of Google Analytics (with anonymisation function)

The data controller has integrated the Google Analytics component (with anonymisation function) on this website. Google Analytics is a web analytics service. Web analysis is the collection, collection and evaluation of data on the behaviour of visitors to Internet sites. A web analysis service collects, among other things, data on the website from which a person concerned has accessed a website (so-called referrer), which subpages of the website have been accessed or how often and for how long a subpage has been viewed. A web analysis is mainly used to optimize a website and for cost-benefit analysis of Internet advertising.

The Google Analytics component is operated by Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland.

The data controller uses the suffix "_gat._anonymizelp" for the web analysis via Google Analytics. By means of this addition, Google shortens and anonymizes the IP address of the Internet connection of the person concerned when accessing our Internet pages from a member state of the European Union or from another state party to the Agreement on the European Economic Area.

The purpose of the Google Analytics component is to analyse the flow of visitors to our website. Google uses the data and information collected to evaluate the use of our website, among other things, to compile online reports for us that show the activities on our website and to provide other services in connection with the use of our website.

Google Analytics places a cookie on the information technology system of the person concerned. What cookies are has already been explained above. By setting the cookie, Google is enabled to analyse the use of our website. Each time one of the individual pages of this website is called up, which is operated by the data controller and on which a Google Analytics component has been integrated, the Internet browser on the information technology system of the person concerned is automatically prompted by the respective Google Analytics component to transmit data to Google for the purpose of online analysis. As part of this technical process, Google obtains knowledge of personal data, such as the IP address of the person concerned, which serves Google, among other things, to trace the origin of visitors and clicks and subsequently enable commission statements. Cookies are used to store personal information, such as access time, the location from which access came and the frequency of visits to our website by the person concerned. Whenever you visit our website, this personal data, including the IP address of the Internet connection used by the person

concerned, is transmitted to Google in the United States of America. This personal data is stored by Google in the United States of America. Google may disclose personal data collected through the technical process to third parties.

The person concerned can prevent the setting of cookies by our website at any time, as already described above, by means of an appropriate setting of the Internet browser used and thus permanently object to the setting of cookies. Such a setting of the Internet browser used would also prevent Google from placing a cookie on the information technology system of the person concerned. In addition, a cookie already set by Google Analytics can be deleted at any time via the Internet browser or other software programs.

Furthermore, it is possible for the person concerned to object to and prevent the collection of data generated by Google Analytics relating to the use of this website and the processing of this data by Google. To do this, the person concerned must download and install a browser add-on from the link <https://tools.google.com/dlpage/gaoptout> This browser add-on informs Google Analytics via JavaScript that no data and information on visits to websites may be transmitted to Google Analytics. The installation of the browser add-on is considered a contradiction by Google. If the person's information technology system is deleted, formatted or reinstalled at a later time, the person concerned must reinstall the browser add-on to disable Google Analytics. If the browser add-on is uninstalled or deactivated by the person concerned or another person within their control, it is possible to reinstall or reactivate the browser add-on.

Further information and Google's current privacy policy can be found at:

<https://www.google.de/intl/de/policies/privacy/> and <https://www.google.com/analytics/terms/de.html>
Google Analytics will be explained in more detail under this link
https://www.google.com/intl/de_en/analytics/.

Use and application of web fonts

This website uses external fonts, Google Fonts. Google Fonts is a service of Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Irland ("Google"). These web fonts are integrated by a server call; this transfers to the server which of our Internet pages you have visited. The IP address of the browser of the visitor's terminal device is also stored by Google. Further information can be found in Google's privacy policy, which you can access here:

www.google.com/fonts#AboutPlace:about
www.google.com/policies/privacy/

Using Font Awesome

This site uses web fonts provided by Fonticons, Inc. to consistently display fonts. When you call up a page, your browser loads the required Web fonts into your browser cache to display texts and fonts correctly. To do this, your browser must connect to Fonticons, Inc. servers. This enables Fonticons, Inc. to know that your IP address has been used to access our website. The use of web fonts is in the interest of a uniform and appealing presentation of our online offers. This represents a legitimate interest within the meaning of Art. 6 para. 1 lit. f DSGVO.

If your browser does not support web fonts, a default font is used by your computer. For more information about Font Awesome, please visit <https://fontawesome.com/help> and the Fonticons, Inc. privacy policy: <https://fontawesome.com/privacy>.

Use and application of Google-Maps

We use the component "Google Maps" Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Irland, hereinafter "Google".

Each time you access the Google Maps component, Google sets a cookie to process user settings and data when you view the page that includes the Google Maps component. As a rule, this cookie is not deleted when you close your browser, but expires after a certain time, unless you delete it manually beforehand.

If you do not agree to this processing of your data, it is possible to deactivate the "Google Maps" service and thus prevent the transfer of data to Google. To do this, you must deactivate the JavaScript function in your browser. However, we would like to point out that in this case you will not be able to use "Google Maps" or only to a limited extent.

The use of "Google Maps" and the information obtained via "Google Maps" is subject to the Google Terms of Use <http://www.google.de/intl/de/policies/terms/regional.html> and the additional terms and conditions for "Google Maps" https://www.google.com/intl/de_en/help/terms_maps.html.

Further information and Google's current privacy policy can be found at: <https://policies.google.com/privacy?hl=de#about> or <https://policies.google.com/privacy?hl=en#about>

Use and application of reCAPTCHA

To protect input forms on our site, we use the service "reCAPTCHA" of Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Irland, hereinafter "Google". By using this service it can be distinguished whether the corresponding input is of human origin or is abusive through automated machine processing.

To our knowledge, the referrer URL, the IP address, the behaviour of website visitors, information about operating system, browser and dwell time, cookies, display instructions and scripts, the user's input behaviour and mouse movements in the "reCAPTCHA" checkbox area are transmitted to "Google".

Google uses the information obtained in this way, among other things, to digitize books and other printed matter and to optimize services such as Google Street View and Google Maps (e.g. house number and street name recognition).

The IP address transmitted within the scope of "reCAPTCHA" will not be merged with other Google data unless you are logged in to your Google account at the time you use the "reCAPTCHA" plug-in. If you want to prevent this transmission and storage of data about you and your behaviour on our website by "Google", you must log out of "Google" before you visit our site or use the reCAPTCHA plug-in.

The use of the service "reCAPTCHA" obtained information is in accordance with the Google Terms of Use: <https://www.google.com/intl/de/policies/privacy/>.

Data protection for applications and in the application process

We collect and process the personal data of applicants for the purpose of handling the application procedure. Processing may also be carried out electronically. This is particularly the case if an applicant submits corresponding application documents to us by electronic means, for example by e-mail or via a web form on the website. If we conclude an employment contract with an applicant, the data transmitted will be stored for the purpose of processing the employment relationship in compliance with the statutory provisions. If we do not conclude an employment contract with the applicant, the application documents will be automatically deleted two months after notification of the rejection decision, provided that no other legitimate interests on our part stand in the way of deletion. Other legitimate interest in this sense is, for example, a burden of proof in proceedings under the General Equal Treatment Act (AGG).

Rights of the data subject

You have the right:

- (1) to request information about your personal data processed by us in accordance with Art. 15 DSGVO. In particular, you may request information about the purposes of processing, the category of personal data, the categories of recipients to whom your data have been or will be disclosed, the planned storage period, the existence of a right to rectification, deletion, restriction of processing or objection, the existence of a right of appeal, the origin of your data, if these have not been collected by us, and the existence of automated decision-making including profiling and, if applicable, meaningful information on their details;
- (2) to immediately request the correction of incorrect or complete personal data stored by us in accordance with Art. 16 DSGVO;

(3) to request the deletion of your personal data stored by us in accordance with Art. 17 DSGVO, unless the processing is necessary to exercise the right to freedom of expression and information, to fulfil a legal obligation, for reasons of public interest or to assert, exercise or defend legal claims;

(4) pursuant to Art. 18 DSGVO, to restrict the processing of your personal data if you dispute the accuracy of the data, if the processing is unlawful but you refuse to delete the data and we no longer need the data, but you need it to assert, exercise or defend legal claims or you have filed an objection to the processing pursuant to Art. 21 DSGVO;

(5) to receive your personal data, which you have provided to us, in a structured, current and machine-readable format in accordance with Art. 20 DSGVO or to request the transmission to another person responsible;

(6) to revoke your consent to us at any time pursuant to Art. 7 para. 3 DSGVO. As a result, we are no longer allowed to continue processing data based on this consent in the future and

(7) to complain to a supervisory authority pursuant to Art. 77 DSGVO. As a rule, you can contact the supervisory authority of your usual place of residence or workplace or our office.

Right of objection

You have the right to object at any time, for reasons arising from your particular situation, to the processing of personal data concerning you under Article 6(1)(e) or (f) of the DSBER; this also applies to profiling based on these provisions.

The data controller no longer processes the personal data concerning you, unless he can prove compelling reasons worthy of protection for the processing, which outweigh your interests, rights and freedoms, or the processing serves to assert, exercise or defend legal claims.

If the personal data concerning you are processed for direct marketing purposes, you have the right to object at any time to the processing of the personal data concerning you for the purpose of such advertising; this also applies to profiling, insofar as it is associated with such direct marketing.

If you object to the processing for direct marketing purposes, the personal data concerning you will no longer be processed for these purposes.

You have the possibility to exercise your right of objection in connection with the use of Information Society services by means of automated procedures using technical specifications, notwithstanding Directive 2002/58/EC.

Automated decision in individual cases including profiling

You have the right not to be subject to a decision based exclusively on automated processing - including profiling - that has legal effect against you or significantly impairs you in a similar manner. This does not apply if the decision

- (1) is necessary for the conclusion or performance of a contract between you and the person responsible,
- (2) the legislation of the Union or of the Member States to which the person responsible is subject is admissible and that legislation contains appropriate measures to safeguard your rights, freedoms and legitimate interests; or
- (3) with your express consent.

However, these decisions may not be based on special categories of personal data pursuant to Art. 9 para. 1 DSGVO, unless Art. 9 para. 2 lit. a or g applies and appropriate measures have been taken to protect your rights and freedoms and your legitimate interests.

In the cases referred to in (1) and (3), the person responsible shall take reasonable measures to safeguard your rights, freedoms and legitimate interests, including at least the right to obtain the intervention of a person by the person responsible, to state his own position and to challenge the decision.

As a responsible company, we do without automatic decision-making or profiling.

Data security

We use the most common SSL (Secure Socket Layer) method in connection with the highest level of encryption supported by your browser. Usually this is a 256 bit encryption. If your browser does not support 256-bit encryption, we use 128-bit v3 technology instead. Whether a single page of our website is transmitted in encrypted form is indicated by the closed display of the key or lock symbol in the lower status bar of your browser.

We also use suitable technical and organisational security measures to protect your data against accidental or intentional manipulation, partial or complete loss, destruction or unauthorised access by third parties. Our security measures are continuously improved in line with technological developments.

More information

As of January 22, 2019, all services in Europe will no longer be offered by Google LLC, USA, but Ireland-based Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland. Further information and Google's current privacy policy can be found at:
<https://policies.google.com/privacy?hl=de#about> or <https://policies.google.com/privacy?hl=en#about>

Up-to-dateness and amendment of this data protection declaration

This data protection declaration is currently valid and has the status as of July 2019.

Due to the further development of our website and offers above or due to changed legal or official requirements, it may become necessary to change this data protection declaration. You can retrieve and print out the current data protection declaration at any time via this address.