



Privacy Policy

HORSCH Portal

The following privacy policy applies for the HORSCH Portal. For Canadian residents, the additional terms apply.

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I. Introduction

In this privacy policy, we shall provide comprehensive information about how we handle personal data/personal information with regard to our "HORSCH Portal" service and the associated services, such as HorschConnect, and we shall inform you about your rights.

Together with its subsidiary companies and other affiliated companies, HORSCH Maschinen GmbH develops digital solutions for co-operation under the name "HORSCH Portal". With HORSCH Portal, our objective is to link customers and HORSCH sales partners with HORSCH optimally and provide reasonable digital processes. For example, customers can manage their machines and sales partners can call up service information.

With its components "SmartCan", "Mobile Apps" and "Telematics Portal", "HorschConnect" is an essential part of the HORSCH Portal and focuses on technologies related to the connectivity and digitisation of HORSCH agricultural machinery. The data needed to develop and provide HorschConnect shall be collected directly in an anonymous form, i.e. completely without reference to individuals, when using a HORSCH machine through a built-in communication module (SmartCan), transmitted to us via mobile radio, and processed and stored there.

In order to make the data accessible and usable for our customers, it is necessary to process personal data, otherwise we cannot attribute the data to the respective customer. Therefore, to the extent required by law, we shall ask our customers for their consent to process their personal data when registering for the online services.

Further details of data processing related to the HORSCH Portal shall be as follows:

II. The controller responsible for the processing of personal data

The controller for the HORSCH Portal service, including HorschConnect and all other data protection regulations, is

HORSCH Maschinen GmbH (referred to as "**HORSCH**" or "**we**" in this policy)
Sitzenhof 1
92421 Schwandorf
Germany

Tel.: +49 9431 7143-0
Fax: +49 9431 7143-9200
E-mail: info@horsch.com
Website: www.horsch.com

Further details can be found in the legal notice at <https://www.horsch.com/impressum>.

You can also contact HORSCH in the US:

Horsch LLC
200 Knutson St.
Mapleton, ND 58059

Toll Free: 1-855-4HORSCH
Phone: 1-701-532-1000
Fax: 1-701-532-1101
email: info.us@horsch.com



III. Data protection officer of the controller

For questions or comments regarding data protection, our data protection officer can be contacted as follows:

HORSCH Maschinen GmbH
The data protection officer

Sitzenhof 1
92421 Schwandorf
Germany

E-mail: datenschutz@horsch.com

IV. Contact

If you have questions about registering for the HORSCH Portal, HorschConnect, data processing or the use and evaluation of data, you can contact HORSCH through various channels.

By contacting HORSCH, you agree to the processing and storage of your transmitted personal data (e.g. your e-mail address) in order to process your request.

We process the data you transmit to us solely until the respective purpose of your contact has been fulfilled, unless legal retention periods prevent this. The purpose for which you contacted HORSCH is achieved when it is clear from the circumstances that your request has been conclusively settled. If you contacted HORSCH to assert data subject rights, the provisions described in the section "Your rights as a data subject" shall apply.

We require the following information from you:

- Title, first name and surname: Personal contact with our customers is important to us. Therefore, we ask you to state your title, first name and surname. If there are problems with an order, this information also makes it easier for us to assign the order and helps us process it quickly.
- E-mail address: We require your e-mail address, otherwise we will not be able to respond to your request.
- Reason for request: This information helps us to respond to your request as quickly as possible and to save our resources by immediately passing your request on to the responsible department.
- Description: The content of your request provides the framework for the data processing that we carry out.

V. Terms

Term	Description
Account	The customer's access authorisation to log into and use the HORSCH Portal in which a record of the customer's personal data is also stored.
Operator	Natural persons, e.g. employees of the customer, who use the machines equipped with SmartCan and whose personal data is processed by SmartCan.



HORSCH Portal	Central, limited-access IT system by means of which HORSCH offers its online services
HorschConnect	A component of HORSCH Portal. A product line of HORSCH that includes all products and services linked to the connectivity and digitisation of machines, especially the SmartCan functionality.
Customer	A natural or legal person who has purchased and uses a machine.
Machine	Agricultural equipment by the manufacturer HORSCH Maschinen GmbH that is equipped with a SmartCan.
Machine activation	The process of registering and activating a machine to be managed in the HORSCH Portal and to use telemetry services.
Mobile apps	Applications for operating machines or using online services that are installed on a mobile device (e.g. smartphone, tablet).
MobileControl	A mobile app for operating defined functions of the machine when in close proximity to it.
User	A natural person who has created an account and thus uses HorschConnect or a natural person who uses an existing HorschConnect account with the consent of the registrant.
Online services	A generic term for all HORSCH services that are available online via the HORSCH Portal. This includes HORSCH Portal, the Telematics Portal and HorschConnect.
SmartCan	A mini computer that is optimally connected to the machine for its intended use, compiles its service and location data and transfers anonymised or personal data, depending on the settings, to HORSCH by mobile radio connection.
Telematics Portal	An online homepage to visualise and examine the telemetry data collected by HorschConnect that is available on the HORSCH Portal.
Telemetry data	Master, operating and process data of the machine which is collected by SmartCan, then transferred to HORSCH in an either anonymised or personal form, depending on the settings, via a mobile radio connection. This is later processed for analysis and evaluation to optimise the use of machines.



UT Client	An application and display on the universal terminal in the tractor cab for operating and configuring the machine and SmartCan.
Sales partner	HORSCH's trading partner from whom the machine is purchased by the customer and/or who provides services and consulting to the customer.

VI. Your rights as a data subject

To the extent required by law, HORSCH shall have the following rights related to personal data. You shall have:

- A **right to information** about, among other things, the categories of the data processed, the processing purposes, the retention of data and any recipients.
- A **right** to have incorrect or incomplete data **corrected** or **deleted**.
- A **right to restrict processing**.
- A right to **withdraw any given consent** with future effect.
- A **right to data transferability** in a common format.
- HORSCH does not use automated processing with profiling.
- You shall also have the right to complain to a data protection supervisory authority about the processing of your personal data by us, in particular in the Member State of your usual place of residence, your place of work or the place of the alleged infringement.

We would like to specifically highlight that you shall have the right to

object

to the processing if the data processing was based on a legitimate interest and your particular situation results from reasons against the data processing. We reserve the right to review your particular situation and process data in this regard.

If data processing is carried out on the basis of our legitimate interest for the purpose of direct marketing, you may object to the processing at any time without stating.

Procedure for data subject rights

If you assert your rights against us, we shall process the data transmitted to us in order to fulfil your claim. After fulfilling your claim, we shall store the data you have transmitted to us and the data we have transmitted to you in return for the purpose of documentation until the end of the statutory limitation period for administrative offences (three years).

VII. Modalities of data processing in relation to the HORSCH Portal

HORSCH also processes personal data in relation to the HORSCH Portal.

Simply put, this includes all information that can be used to find out your identity, such as your name, address, e-mail address and telephone number.

Insofar as we process your personal data in this context, the following shall apply:

1. Applications and processes for customers

a) Purchasing a machine



When building a machine, the serial number of the machine and the associated SmartCan are linked and saved at HORSCH.

When a machine is purchased, the respective sales partner shall collect, process and store the customer master data that is required to carry out the order (in particular, name, address, payment data). As part of the machine registration, the sales partner shall pass on the customer's data to HORSCH. This serves the purpose of processing the sales contract, providing warranty and services and being able to fulfil the sales partners accounting obligations.

Your sales partner shall process personal data on their own authority. If you have any questions about data processing, the sales partner shall be the sole interlocutor.

HORSCH shall link the transmitted master data with a machine's serial number in order to be able to process warranty claims and other support requests from the customer in a targeted and machine-related manner.

b) Account registration

In order for customers to be able to use the HORSCH Portal, an account (access ID) must first be created. Use is not possible without registration.

Account creation

To use it, you must create an account on the HORSCH Portal at <https://portal.horsch.com> by providing personal data.

To register, we shall require the following information from you:

- Surname
- First name
- E-mail address

Optionally, the following additional data may be given:

- Telephone number

For user management in the HORSCH Portal, we use the "Microsoft Azure AD B2C" software with the technical processes OAuth and OpenID which is a decentralised authentication system for web-based services. With Azure AD B2C, the data you provide is stored centrally and made available to the connected applications and portals when used. The sign in for your account is done centrally in the HORSCH Portal so that you do not have to re-enter your password in the connected portals.

E-mail verification

The account shall be activated only once the e-mail address provided during the registration process has been verified in the so-called "double-opt-in process". To that end, once you have registered, you will receive an e-mail with the verification link to confirm that the specified e-mail address belongs to you.

After activation, the account may be used for logging into various other applications and portals provided by HORSCH insofar as this type of login is available.

c) Machine management

Customers shall have the opportunity to view machine-related master and transaction data in the HORSCH Portal after corresponding access authorisation by HORSCH. These shall include in particular:

- Serial number and designation

- Assigned sales partner
- Machine configuration
- Date of initial use

Based on this data, further process-based information can be retrieved such as

- Information on warranty and model upgrades
- Customer service information

Machines are assigned via the respective sales partner. For this purpose, a customer base approach is created for each company and the individual accounts are linked to it.

Account registration is required to use the above information and services.

2. Applications and processes for sales partners

a) Master data and administration

Master data

As part of the initial master data maintenance, HORSCH shall request the sales partners company data (e.g. company name, street, city, etc.) and the administrator's personal data (name, e-mail, telephone) so that the sales partner is generated using an administrator for the HORSCH Portal. This data shall be processed and stored in our IT system.

Administrators and account administration

An administrator for the HORSCH Portal shall be appointed by the system for each sales partner. This person shall have the sales partners most extensive permissions and shall be responsible for the user management of the employees as well as the sales partners master data. In particular, this shall also include immediately blocking or deleting invalid accounts. The sales partner must notify HORSCH immediately of any changes to the administrator.

When accounts are deleted, they are anonymised.

My account

In the "My account" section, the users can change their personal data:

- First name
- Surname
- Telephone
- E-mail

The users also has the option to change their password.

b) Machine commissioning

During the "machine commissioning" or the first use, the machine must be "activated" in the HORSCH Portal. The date on which it was activated is the basis for the legal warranty in accordance with the general terms and conditions. Only then can material defects be reported via the warranty claim.

During commissioning, the service technician employed shall be requested and the final customer can be assigned. It is also possible to request a new final customer here. The following data shall be processed and stored for the final customer:

- Title
- Name/company

- Postcode
- City/country
- Street/house number
- Telephone
- E-mail

c) Warranty claims

Claims for material defects can be reported via the “Warranty claim” function. For this purpose, machine-related data (e.g. scope of use), details of the damage (cause of damage, image of the damage, etc.), information on repairing the damage (e.g. parts used, repair description, etc.) and personal data from interlocutors shall be queried and stored. Machine-related data can also be stored as an attachment (e.g. PDF or image data).

The personal data collected for processing is used solely to process the warranty claim (e.g. for queries).

d) Model upgrades

“Model upgrades” are changes to machines ordered or recommended by HORSCH. Model upgrades are created by HORSCH for specific machines and processed by the sales partner.

Detailed information on model upgrades shall be provided in “service information” (“customer service information”).

The interlocutor’s personal information shall be stored for processing. The data shall be used solely to process the model upgrades (e.g. for queries).

e) HorschConnect

Once the customer has given his consent, the sales partner can access the machine data recorded via HorschConnect. Information on the activation status can be seen in the machine list and the machine detail. The respective assigned sales partner has access to all activation periods. Further information for the service may be shown to the sales partner.

f) Log information

To ensure the function of the HORSCH Portal, log information on the respective user is saved when changes are made. These shall include in particular:

- User ID
- Time of the change
- Item being changed

VIII. Modalities of data processing with HorschConnect

In relation to HORSCHConnect, HORSCH further processes personal data, in addition to processing through the HORSCH Portal.

Put simply, this includes all information that can be used to find out your identity, such as your name, address, e-mail address and telephone number, as well as your location determined via GPS. Under certain circumstances, the serial number of the SmartCan can also be used to establish a direct personal link between the machine and your data.

Insofar as we process your personal data in this context, the following shall apply:



1. Using the machine without online activation

Machines equipped with a SmartCan continuously collect data (e.g. machine settings, operating parameters and location data) while the machine is in use and transmit this data anonymously to HORSCH. We process and store the data. Which data is collected in individual cases depends on the respective machine used and, therefore, cannot be shown here.

If you have not registered to use the Telematics Portal or activated your machine locally with an activation key or given your consent, the SmartCan collects all data completely anonymously, meaning that we cannot assign the data you have provided to your machine. For this purpose, the SmartCan's original serial number is replaced by a random number which we do not know. The location data is then modified with a randomly calculated value (offset) before it is sent to HORSCH.

2. Machine online activation

To have a machine displayed in the Telematics Portal, the machine activation must be started via the HORSCH Portal. To do this, you must log in and enter the machine's serial number.

Once our system has checked whether the entered serial number is stored in our directories, you will be shown an activation code. The activation code must be entered into the machine terminal (UT Client), i.e. locally. After confirming the input, the machine will be immediately activated if there is an internet connection. Any activation errors shall be displayed in the terminal.

Machine activation has the following effects on data processing:

- In the future, all collected data will be linked to the real serial number for the SmartCan and the machine and transmitted to HORSCH. The random number that replaced the serial number shall be deleted.
- The GPS location is recorded without an offset and transmitted to HORSCH.
- The account name or e-mail address specified during the registration process shall be displayed in the terminal (UT Client) (activation information).
- The SmartCan periodically checks its activation status online, i.e. every four hours, in order to switch back to anonymous mode if necessary.

To the extent required by law, you can withdraw your consent or third-party consent (see also Section 2 (c) para. 2 of the terms and conditions of use) to personal data collection by the SmartCan at any time with future effect by deactivating the HorschConnect services either via the Telematics Portal or via the UT Client in the terminal. If the machine is deactivated in the Telematics Portal, the SmartCan switches back to anonymous mode and removes the activation information as soon as an automatic online query indicates that the machine should be deactivated. You can deactivate the machine in the UT Client by resetting the SmartCan to its factory default. In both cases, new values for anonymisation are calculated and stored locally (random number and offset). From this point on, data processing will again be anonymous as described above in the section "Using the machine without activation".

Machines that have again been deactivated shall be visible in the Telematics Portal only to a limited extent. Only data that is collected when the machine is activated can now be accessed. Re-activation is only possible if such consent is again given.

Multiple machines can be activated for each account in the Telematics Portal. For the time being, an activated machine is only visible in the account with which it was activated. We shall explain the options for releasing the visible machines below in the section "Sharing and releasing/data recipients".

3. Activating the machine by the sales partner

Either the sales partner or HORSCH can also activate the machine for HorschConnect provided that you instruct us to do so. The commissioning takes place by the corresponding consent during the online activation or via the form "User Agreement" which you have to fill in together with the sales partner and provide HORSCH with a signed copy to the e-mail address portal@horsch.com.



Based on the user agreement, HORSCH maintains the necessary master data in the systems, activates the machine and sends you an e-mail with further information about your account.

The provisions of VIII point 2 of paragraph 3 on the effects of data processing shall also apply here.

4. Using the machine with online activation

If a machine has been activated to be displayed in the Telematics Portal, the SmartCan records all data with its real serial number and the real GPS location and transmits this to HORSCH. HORSCH then processes the data, and it is assigned to the account with which the machine was activated. The data can then be viewed in the Telematics Portal by logging in with the account to which the machine is assigned.

Depending on the machine type and application scenario, different data shall be processed and displayed in the Telematics Portal. The data can vary depending on the machine type. In particular, it shows:

- GPS location
- Speed
- Seed rate
- Serial numbers
- Meter readings
- Error messages

Information on the system status that is not shown in the Telematics Portal is used internally by HORSCH for support, problem detection, problem solving and future product development.

5. Using the Telematics Portal

Once you have registered, you can use the Telematics Portal via the corresponding links in the HORSCH Portal or via <https://telematics.horsch.com> to view the data of your activated machines and to manage your registered machines. As with any website online, data is automatically processed when using the Telematics Portal.

IX. Modalities of data processing through technical use of HORSCH Portal and its services

Information on the processing of your data when using the websites can be found in our privacy policy: <https://www.horsch.com/portal/terms-privacy>.

1. Using mobile apps

The HorschConnect service also includes the application for mobile devices (app), e.g. "MobileControl".

MobileControl enables you to operate your machine directly in the near field using a mobile device. Only a direct communication connection to the machine is established when using the app. HORSCH does not collect any data when you use the app.

Installing the app on your mobile device usually requires a user account on an app platform (e.g. Google Play, Apple App Store, etc.). We have no influence on the data processing that occurs when using the app platform and cannot inform you about this. The provider of the app platform is solely responsible for the related data processing. For more information, please refer to the privacy policy of the respective app platform.

X. Communication with the customer

1. E-mail notifications

If you create a user account, we shall also use the e-mail address stored there to contact you in security-critical situations and events relevant to the contract. This may be the case in particular for e-mails in which

- we shall ask you to validate your e-mail address for the "double-opt-in" process,
- we shall send you a link to reset your password via the "forgot password" function upon request,
- we shall inform you about any updates for software or firmware, about security events or about upcoming maintenance work on the servers.

We use the script functions of our web server to send the e-mail notifications.

2. Other communication and advertising

HORSCH reserves the right to use the data processed during the registration process to contact you if you have given a corresponding declaration of consent (i.e. also in another context such as when purchasing the machine) or if contacting you is otherwise permitted by law. Under certain circumstances, other companies of the HORSCH Group or a sales partner may also contact you.

XI. Other general information on data processing

1. Purpose of data processing

We use your data for the purposes for which the data was collected from you as described above.

2. Sharing and releasing/data recipients

a) Sharing data with third parties and processors by HORSCH

We may share your data with third parties in particular if you have consented to this, if data transfer is necessary to fulfil our legal obligations, or if we are entitled or obliged to share data due to legal provisions or official or judicial orders. This may involve in particular providing information for the purposes of criminal prosecution, averting danger or enforcing intellectual property rights.

We transmit personal data to third parties if and insofar as this is necessary to fulfil the contract, for example, to the bank responsible for processing payments.

We may also transmit your data to external service providers who process data on our behalf and according to our instructions (processors) in order to facilitate or relieve our own data processing. The companies mainly come from the IT service sector (e.g. server operators and application developers). HORSCH carefully selects the contracted companies, particularly in relation to data protection and data security, and takes steps to help that such data is processed lawfully.

b) Access by HORSCH sales partners

The assigned HORSCH sales partner (e.g. the sales partner from whom the machine(s) was (were) purchased or who is in charge of the respective sales area) has access to the personal data collected by them at the time of purchase and is therefore the controller.

For the purpose of consulting and providing maintenance and services, the assigned HORSCH sales partner may be granted access to personal and location-related information (e.g. GPS location data of the machine, telemetry data) that is displayed in the HORSCH Portal and Telematics Portal. Authorisation is granted on a voluntary basis.



Consent to this may have already been given when activating your machine. However, a sales partner can also be granted access to one or more activated machines.

The sales partner has access to the same data as final customers. Depending on the machine type and application, sales partners are also shown information on the system status for analysis that final customers cannot see. It cannot share the machine with other accounts. The sales partner can have their access revoked at any time, so they will no longer have access to this data.

c) Access by other users (Observer)

For the purpose of internal co-operation with our customers or for the purpose of exchange between our customers, other HorschConnect users may be granted access to the information displayed in the Telematics Portal (e.g. GPS location data of the machine, telemetry data). Authorisation is granted on a voluntary basis.

Consent to this can be given once the machine has been activated in the Telematics Portal. Other users can be granted access to one or more activated machines.

This requires entering the other account's e-mail address. During the release, the other account shall have access to the same data as the managing account. It cannot share the machine with other accounts. Once the release period expires, the other account will only have access to the data that was recorded within the release period. The release can also be permanently deleted in the HORSCH Portal so that the other account no longer has access to this data.

3. Joint processing

The companies within the HORSCH Group (HORSCH Maschinen GmbH, HORSCH Leeb Application Systems GmbH, HORSCH Industrietechnik GmbH, HORSCH France Sarl) have concluded a contract for the joint processing of personal data.

In doing so, the companies within the HORSCH Group may also jointly process your personal data as joint data controllers. For this purpose, the companies within the HORSCH Group use joint (data processing) programs and systems which shall enable joint processing of personal data.

Individual data processing operations between the companies as well as the purposes for joint data processing shall be regulated in detail in the contract concluded between the companies within the HORSCH Group. The essential contractual regulations are available for viewing as required and to the extent required by law. For this purpose, please contact one of the companies within the HORSCH Group or its data protection officer. The contact details of HORSCH Maschinen GmbH and the data protection officer can be found above.

Please note that every company of the HORSCH Group is individually responsible for fulfilling the rights of data subjects with regard to the personal data originally collected by them. Therefore and to the extent required by law, each company of the HORSCH Group shall inform those affected by their data processing and provide those data subjects with an interlocutor in order to exercise their rights. Data subjects may thus exercise their rights related to data processing with and against each individual company in the HORSCH Group.

Every other company that shall join the HORSCH Group shall be obliged to enter into the aforementioned contract, otherwise joint data processing shall not take place.

4. Data processing outside the EU

HORSCH, together with its subsidiaries and other affiliated companies, is a global company. Personal data is processed by HORSCH, its national distribution companies, partners and by service providers commissioned by HORSCH, preferably within the EU. However, to make HorschConnect available to all our customers, it is necessary to use a worldwide server infrastructure.



HORSCH takes appropriate technical and organisational measures to help that your personal data is processed in accordance with the applicable data protection standards. HORSCH, therefore, only commissions service providers who can offer sufficient guarantees for an adequate level of data protection and obliges them to enter into contractual agreements.

5. Online Tracking and Behavioural Advertising

On our online services, we may obtain information about users' online activities to provide users with advertising about products and services tailored to their interests. Users may see our ads on other websites because we use third-party ad services. Through such ad services, we can target our messaging to users considering demographic data, users' inferred interests, and browsing context. These services track users' online activities over time and across multiple websites and apps by collecting information through automated means, including through the use of cookies, web server logs, web beacons, and other similar technologies. The ad services use this information to show users ads that may be tailored to their individual interests. The information these ad services may collect includes data about users' visits to websites and apps, such as the pages or ads users' view and the actions users take on the websites and apps. This data collection takes place both on our websites and apps and on third-party websites and apps that participate in these ad services. This process also helps us track the effectiveness of our marketing efforts.

To learn how to opt-out of certain interest-based advertising in the U.S., please visit www.aboutads.info/choices and www.networkadvertising.org/choices/.

Our online services are not designed to respond to "do not track" signals received from browsers.

6. Data retention

Unless otherwise specified in detail in this statement, we shall store the data we collect from you only for as long as is necessary for the relevant purpose (for example, the provision of HorschConnect services). Once the purpose has been achieved, your data shall be deleted or completely anonymised, unless this conflicts with statutory retention requirements, e.g. under commercial law or tax law.

7. Using data without reference to individuals

Rather than deleting the personal data after the purpose has been achieved, HORSCH expressly reserves the right to completely anonymise the received data and to continue to use it for internal company purposes.

The data shall be used in particular for further developing HORSCH products in order to continuously improve them in the interests of all HORSCH customers. In addition, the anonymised data can be shown to other customers so that they can compare it with the performance of their own machines. Personal reference to you can no longer be established through the anonymised data.

8. Data protection measures

We maintain technical and organisational measures designed to protect our systems and data against loss and unauthorized destruction, access, modification or distribution by unauthorised persons.

However, please note that the transmission of information via the web is never completely secure which is why we cannot fully guarantee the security of data transmitted by internet.

XII. Links

The HORSCH Portal may contain links to other websites. In addition, the customer may also be able to navigate to a machine in the mobile apps through a map application offered on their mobile device. HORSCH has no influence on to what extent the linked websites and applications comply with the applicable data protection regulations. In this context, HORSCH assumes no responsibility or liability for third-party content.



XIII. Amendment of this privacy policy

HORSCH shall reserve the right to amend this data protection declaration at any time with future effect, in particular to adapt it to changed legal requirements and standards. An up-to-date version can be accessed via the Portal and in the mobile apps.

HORSCH recommends regularly visiting the HORSCH Portal or the mobile apps to find information about the applicable data protection regulations.

XIV. Additional Notice for Canadian residents

If you are located in Canada, this section applies to you.

Information Security Program: We maintain appropriate policies and practices aimed at safeguarding your Personal Information and preventing unauthorized access, loss, misuse, sharing or alteration of Personal Information in our custody or possession. Depending on the volume and sensitivity of the information, the purposes for which it is used and the format in which it is stored, we implement a combination of measures to protect your Personal Information, including:

1. A privacy framework governing the protection of Personal Information.

This framework describes the roles and responsibilities of our employees throughout the information life cycle and provides a framework for retaining and destroying Personal Information in a secure and timely manner and for managing complaints concerning our information handling practices.

2. Technical security measures.

We implement appropriate technical safeguards to protect Personal Information held in digital form, such as encryption, firewalls, passwords, antivirus software and other similar measures.

3. Employee training and confidentiality.

We provide our employees with regular training regarding the handling and protection of Personal Information, and employees are under an obligation of confidentiality with respect to such information.

4. Access controls.

We restrict access to Personal Information to employees with a need to know and implement measures to detect and prevent unauthorized access and use of Personal Information.

5. Data Protection Officer.

We have designated a Data Protection Officer to oversee our compliance with applicable data protection laws and to exercise certain functions assigned to them by law. Their contact information can be found in section 6 “Your rights as a data subject” above.



6. Outsourcing and Cross-Border Transfers.

Service providers who process Personal Information on our behalf are contractually required to implement security safeguards that provide an appropriate level of protection for the information, considering, for instance, its volume and sensitivity. In some cases, our service providers may be located in jurisdictions other than the one in which you reside. As a result, your Personal Information may be subject to the laws of those jurisdictions, including laws that may require its disclosure to foreign governmental authorities, courts or law enforcement. In accordance with applicable law, we take appropriate steps to ensure that your Personal Information is adequately protected while it is being processed in a foreign jurisdiction and may consider the legal framework applicable in that jurisdiction.

7. Individual Rights.

You may request to learn more about the Personal Information we collect about you and how it is handled, including the categories of persons who have access to that information within our company, how long we keep it and the source of information we may collect about you from other businesses by contacting our Data Protection Officer at the address indicated in this Policy.

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