

Privacy Policy

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I. General information on Data Protection

1.1 Information about the Data Controller:

MEYER TURKU Oy

Telakkakatu 1
FI-20101 Turku

We attach particular importance to protecting your personal data. Your personal data is processed in accordance with the data protection regulations, in particular the General Data Protection Regulation of the European Union (GDPR).

The following information provides an overview of the nature, extent and purpose of collecting, processing and transferring personal data as well as the safety measures deployed to protect these data.

Personal data are individual information on personal or factual circumstances of an identified or identifiable natural person such as e.g. your name, address, telephone number, your date of birth as well your e-mail and IP address.

1.2 Legal basis for the processing of personal data

- As far as we obtain a consent of the data subject for the processing of personal data, Art. 6 (1) a GDPR serves as legal basis. You can withdraw this processing at any time in accordance with Art. 7 (3) GDPR.
- Art. 6 (1) b GDPR serves as legal basis for the processing of personal data required for the performance of a contract or for the execution of pre-contractual measures.
- If processing of personal data is necessary for compliance with a legal obligation to which our company is subject, Art. 6 (1) c GDPR serves as legal basis.
- If the processing is necessary for the preservation of the legitimate interest of our company or of a third party and if the fundamental rights and freedoms of the person concerned do not predominate, Art. 6 (1) f GDPR serves as legal basis for processing. In this case, you have the right of objection according to Art. 21 GDPR.

1.3 Data deletion and storage period

Personal data will be deleted as soon as the purpose for storage no longer applies. In addition, storage may take place if this is required by statutory retention obligations to which our company is subject (e.g. accounting or tax retention periods of up to 10 years).

1.4 Your Rights

Upon written request, we will inform you in accordance with Art. 15 GDPR and in accordance with our legal obligation under Art. 12 GDPR whether and which of your personal data is processed or stored by us. Furthermore, you have the right to have incorrect data corrected in accordance with Art. 16 GDPR, data transferability in accordance with Art. 20 GDPR, blocking and deletion of your personal data in accordance with Art. 17 GDPR - provided that there are no legal storage obligations to the contrary - as well as the right to restrict processing in accordance with Art. 18 GDPR. In addition, you have the right to contact the competent supervisory authority pursuant to Art. 77 GDPR.

IN ADDITION, YOU HAVE THE RIGHT TO OBJECT PURSUANT TO ART. 21 GDPR, PROVIDED THAT THE PROCESSING RELATES TO LEGITIMATE INTERESTS ACCORDING TO ART. 6 (1) F GDPR.

If you have given us your consent to process your data, you may of course withdraw this consent for the future at any time in accordance with Art. 7 (3) GDPR.

If you have any questions regarding the processing of your personal data, you can contact our data protection officer, who is ready to assist with any enquiries, suggestions and complaints that you may have.

**Data protection officer of
MEYER TURKU Oy**

Telakkakatu 1
FI-20101 Turku

E-Mail: privacy@meyerturku.fi

1.5 Changes to our Privacy Statement

We reserve the right to make changes to our privacy statement to ensure that our privacy statement is always up to date with the current legal regulations. This applies also when the privacy statement needs to be adjusted due to new or redesigned services. The new privacy statement will then take effect the next time you use our services.

This privacy policy is dated 2025.

II. Privacy Policy Website

2.1 Provision of the website

Use of hosting service providers

Our website is hosted on servers of a hosting provider, which is located in the EU, based on an order processing according to Art. 28 GDPR. Within the scope of its services, the hosting service provider may have access to personal data of our users, in particular to technical data, which arise within the scope of the technical communication between you and our website (e.g. server log files). However, he may not use them for his own purposes. The use of a hosting service provider is based on our legitimate interests pursuant to Art. 6 (1) f GDPR in the provision of infrastructure and platform services, computing capacity, e-mail dispatch and security services.

Server Logs

When you visit our website or use our services the device used for accessing the site automatically transmits log data (connection data) to our servers. The relevant information consists of:

- The browser and its version number,
- The operating system and its version number,
- The referrer URL, which is the website you visited before switching to our website,
- The date and time of access to our website,
- The name of the subpages,
- The corresponding IP address,
- The amount of data transmitted.

The data collected are used exclusively for evaluating the data statistically to ensure operation and safety and to optimise processing of the offer. For security grounds, however, we reserve the right to inspect log files retroactively if we have sufficient grounds to suspect illegal usage. The data will not be stored for longer than necessary. This collection is carried out on the basis of our legitimate interest under Art. 6 (1) f GDPR.

Cookies

In several areas of the website we use so-called “cookies”, for example to identify the preferences of the users and thus to optimally design the website. This allows for easier navigation and a high degree of user-friendliness of the website. The processing by cookies for the technical provision of the website constitutes a legitimate interest pursuant to Art. 6 (1) f GDPR. In addition, the legal basis is Art. 6 (1) a GDPR, insofar as we require your consent for the use of cookies (e.g. for marketing or analysis purposes).

Cookies are small files, which are stored on the visitor’s hard disk drive. Cookies do not damage your computer and do not contain viruses. Most cookies used on the website are so-called “session cookies”. They are automatically deleted after the end of your visit. Other cookies stay on your devices and make it possible for your browser to be recognised the next time you visit. These files can be used, for example, to display information on the page that is specifically tailored to your interests.

You can change the properties of your browser so that it informs you of the placement of cookies. In this way, the use of cookies is made transparent. If you fully oppose the use of cookies, you may not be able to use individual functions of this website.

Cookie-Consent-Management

We use the Usercentrics consent management service as our cookie consent management platform. The provider is Usercentrics GmbH, Sendlinger Straße 7, 80331 Munich, Germany. The purpose of data processing is to comply with legal obligations and to store consent. The legal basis is Art. 6 (1) c GDPR. The consent data (consent given and revocation of consent) will be stored for three years. Further information on the processing of your data at Usercentrics can be found in the privacy policy at www.usercentrics.com/privacy-policy.

Security of Your Data

We deploy technical and organisational security measures to adequately protect the data that you have made available to us from being unintentionally or intentionally manipulated, lost, destroyed or accessed by unauthorised persons. Therefore, we are using SSL encryption for the transmission of confidential content e.g. enquires which you send to us as the site operator. An encrypted connection can be recognised when the web address changes from "http://" to "https://" and a padlock symbol is shown in your browser bar. When SSL encryption is activated, third parties cannot read the data that you transmit to us. Our security measures are kept up-to-date.

2.2 Contact us

If you contact us (e.g. via contact form, e-mail, telephone, social media), your personal data will be stored and processed by us for the purpose of processing the enquiry and any related follow-up questions pursuant to Art. 6 (1) b GDPR (within the framework of pre-contractual / contractual measures) or pursuant to Art. 6 (1) f GDPR (general enquiries). This data is not transferred to third parties without your consent.

The data entered into the contact form remain with us until you request that they be deleted, you withdraw your consent to the storage of your data, or the purpose of the data storage is no longer given (i.e. after the successful processing of your request), provided there are no legal storage obligations to the contrary.

2.3 Newsletter

When you subscribe to our newsletter on our website we use the personal data you provide only for distributing the newsletter. We use Hubspot Marketing Tool to send our newsletter. The provider is HubSpot Ireland Ltd, 1 Sir John Rogerson's Quay Dublin 2, Ireland. Further information on the processing of your data at Hubspot can be found in the privacy policy at [HubSpot Privacy Policy](#).

The subscription to our newsletter takes place by way of the double opt-in process. This means that upon signing up you receive an email that requests you to confirm your subscription. This confirmation is necessary to prevent the use of third-party email addresses. The subscriptions to our newsletter are recorded so that the subscription process can be retraced in accordance with legal requirements (consent pursuant to Art. 6 (1) a GDPR). This includes the logging of the time of subscription, the time of confirmation and the IP address.

Any data that we obtain from you as well as the logging information will not be disseminated to third parties. Your consent to the collection and storage of your data as well as their usage for the

distribution of the newsletter can be withdrawn at any time without stating any reasons. A link to cancel your subscription can be found at the end of every newsletter.

Use of personal data for advertising purposes

We use your contact details to inform you about our products and services. The sending of customer information is based on our legitimate interest in direct advertising in accordance with Art. 6 (1) f GDPR and, if it is legally permitted in accordance with Art. 6 (1) c GDPR. You will receive this information from us regardless of whether you have subscribed to a newsletter or not.

If you do not wish to receive such information or recommendations from us by email, you can object to the use of your address for this purpose at any time in accordance with Art. 21 GDPR. A message in text form is sufficient for this.

2.4 Analysis-Tools

The analysis measures listed below and used by us are carried out on the basis of Art. 6 (1) a GDPR (consent). With the use of these analysis measures, we want to ensure that our website is designed to meet requirements and is continuously optimised. Using the analysis tools, we record the use of our website under a pseudonym and evaluate it for the purpose of optimising our services.

You can withdraw this processing at any time in accordance with Art. 7 (3) GDPR.

Google Analytics 4

This website uses functions of the web analysis service Google Analytics to measure and analyse usage behaviour on our website and to improve our online offering and adapt it to the needs of our users. The provider of this service is Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland. Pseudonymous profiles based on the use of different devices may be created to analyse and better track user behaviour. Google Analytics uses cookies for this purpose. These cookies enable us to track a user's behaviour on different end devices without identifying a specific person. The use of Google Analytics 4 is based on your consent in accordance with Art. 6 (1) a GDPR. The collected data is stored for 14 months before it is automatically deleted.

Geolocalisation and IP anonymisation

Google Analytics 4 does not use individual IP addresses in the EU. Instead, rough geographical location data is stored based on the following derived information: city (and the city's latitude and longitude), continent, country, region, subcontinent (and associated ID-based counterparts). For users, the IP address is used exclusively for geolocalisation and is then immediately deleted. The full IP address is not stored, logged or used for any other purpose. All IP requests are processed on servers within the EU before the data is forwarded to Google Analytics servers for further processing. The data collected by Google Analytics 4 may be processed on Google servers in the United States. Google LLC is certified under the Data Privacy Framework and is obliged to guarantee an appropriate level of data protection. In addition, a data processing agreement is in place with Google, which can be accessed here: <https://business.safety.google/adsprocessor/terms/>

Revocation of your consent and opt-out options

You can withdraw your consent to data processing by Google Analytics 4 at any time. You can do this either by adjusting your cookie settings on our website or by installing the Google Analytics Opt-Out Plugin: <https://tools.google.com/dlpage/gaoptout?hl=de> . Alternatively, you can prevent the storage of cookies by selecting the appropriate settings on your browser. However, please note that this may limit the use of certain functions on our website.

For more information about how Google handles user data, please consult Google's Data Privacy Declaration at: <https://policies.google.com/privacy>.

Meta Pixel

This website uses the visitor action pixel from Meta to measure conversion. The provider of this service is Meta Platforms Ireland Limited, 4 Grand Canal Square, Dublin 2, Ireland. However, the data collected is also transferred to the USA and other third countries, according to Meta.

This allows the behaviour of website visitors to be tracked after they have been redirected to the provider's website by clicking on a Meta advertisement. This allows the effectiveness of Meta advertisements to be evaluated for statistical and market research purposes and future advertising measures to be optimised.

The data collected is anonymous to us as the operator of this website; we cannot draw any conclusions about the identity of the users. However, the data is stored and processed by Meta so that a connection to the respective user profile is possible and Meta can use the data for its own advertising purposes, in accordance with the Meta data usage guidelines. This allows Meta to enable the placement of advertisements on Meta pages as well as outside of Meta. We, as the website operators, have no influence over how the data is used.

The use of meta pixels is based on Art. 6 (1) f GDPR. The website operator has a legitimate interest in effective advertising measures, including on social media. Appropriate consent is requested for the processing of your data (e.g. consent to store cookies). This processing is carried out exclusively on the basis of Art. 6 (1) a GDPR; consent can be withdrawn at any time.

Further information about protecting your privacy can be found in Meta's data protection information: <HTTPS://DE-DE.FACEBOOK.COM/ABOUT/PRIVACY/>

You can also disable the remarketing function 'Custom Audiences' in the ad settings section at HTTPS://WWW.FACEBOOK.COM/ADS/PREFERENCES/?ENTRY_PRODUCT=AD_SETTINGS_SCREEN or on the website of the European Interactive Digital Advertising Alliance: <https://www.youronlinechoices.com/de/praeferenzmanagement/>.

2.5 Contents and Services of Third Parties

Based on the legitimate interest of the provider according Art. 6 (1) f GDPR, a situation can arise where contents, services and benefits of third parties are integrated which complement our service offerings. With the use of the following services, we want to ensure a customised design and the continuous optimisation of our website. If we request your consent for the use of these services, the legal basis is Art. 6 (1) a GDPR.

Google Maps

We use the map service Google Maps on our website to display maps. Google Maps is a service provided by Google Ireland Limited, Gordon House, Barrow Street, Dublin 4 Ireland. Within the framework of the services, information on the use of our website are transferred to Google servers. The use of Google Maps serves the interest of an appealing presentation of our online offers and an easy finding of the places indicated by us on the website.

Detailed information can be found in the Data Privacy Centre under google.com: Transparency and choice <http://www.google.com/intl/en/privacy/> and data privacy provisions <http://www.google.com/intl/en/privacy/privacy-policy.html>.

Google reCAPTCHA

We use “Google reCAPTCHA” (hereinafter “reCAPTCHA”) on our website. reCAPTCHA is provided by Google Ireland Limited, Gordon House, Barrow Street, Dublin 4 Ireland (“Google”). In order to ensure sufficient data security when forms are transmitted, we use the Google reCAPTCHA service in certain cases. This serves above all to differentiate whether the input is made by a natural person or whether it is misused by mechanical and automated processing. To this end, reCAPTCHA analyses the behaviour of the website visitor on the basis of various characteristics. This analysis starts automatically as soon as you visit the website. For analysis purposes, reCAPTCHA evaluates various information (e.g. IP address, length of stay of the website visitor on the website or mouse movements made by the user).

However, if IP anonymisation is enabled on this website, Google will previously truncate your IP address within member states of the European Union or other signatory states to the Agreement on the European Economic Area. Google uses this information to evaluate your use of this service. The IP address transmitted by your browser as part of reCAPTCHA is not merged with other data from Google. These data are subject to the differing data protection regulations of Google. The processing takes place on the basis of our legitimate interest to protect our web offers from abusive automated spying and from SPAM.

Further information regarding Google reCAPTCHA as well as Google’s Data Privacy Policy can be found under the following links. <https://www.google.com/intl/en/policies/privacy/> and <https://www.google.com/recaptcha/intro/android.html>.

Google Tag Manager

This website uses Google Tag Manager. Google Tag Manager is a solution offered by Google Ireland Limited, Gordon House, Barrow Street, Dublin 4 Ireland, with which the company can administer website tags via an interface. The tool itself (which implements the tags) is a cookie-free domain that collects no personal data. Google Tag Manager triggers other tags which may collect data. Google Tag Manager does not access this data. If on the domain or the cookie level a deactivation is configured by the user, such deactivation is retained for all tracking tags that were implemented with Google Tag Manager. The tags used are named separately below and can be individually edited by you in the privacy settings, for example by deactivating cookies for these elements. Further information <https://www.google.com/policies/privacy/>

Fonts.com

In order to promote the consistent presentation of fonts, this site uses so-called web fonts which are made available by Monotype Imaging Holdings Inc. When visiting a web page, your browser downloads the required web fonts into its cache so that texts and typefaces are rendered correctly.

To this end, your browser must connect with Monotype Imaging Holdings servers. Thereby, Monotype Imaging Holdings becomes aware that our website has been accessed using your IP address. The use of fonts.com is carried out for the sake of a uniform and appealing presentation of our online offer. If your browser does not support web fonts, a standard font from your computer is used instead.

Further information on fonts.com are available under in the Data Privacy Policy: <https://www.monotype.com/legal/privacy-policy>.

YouTube

On our website videos of the platform YouTube are integrated. YouTube is a service provided by Google Ireland Limited, Gordon House, Barrow Street, Dublin 4 Ireland. Videos are integrated into our website via the extended data protection mode. The domain will be replaced by the official YouTube Nocookie domain. When this variant is used, information about visitors to the website is only stored when the video is played. As with most websites, YouTube makes use of cookies to gather information about the visitors to their website. YouTube uses these to collect video statistics, to prevent fraud and to improve user experience. Further information regarding privacy on YouTube can be found at: http://www.youtube.com/t/privacy_at_youtube. There you will also find further information about your rights and possible settings to protect your privacy.

Links to websites of third parties

Based on the legitimate interest of the provider, it may occur that contents, services and benefits of third parties are integrated which complement our service offerings. When you access web pages which are linked on this website, information such as your name, IP address, browser details etc. can be retrieved again. This Privacy Statement does not govern the collection, dissemination or the processing of personal data by any third parties. In this regard, please also pay attention to the individual privacy statements of the respective third-party providers and service providers to which we link on our website.

2.6 Social Media

We maintain publicly accessible online presences in social networks to communicate with the customers and interested parties active there and to present our services.

We would like to point out that user data may be processed outside the area of the European Union. Furthermore, user data is usually processed for market research and advertising purposes. To the best of our knowledge, the providers also use cookies, which store your usage behaviour (even across different end devices). This enables us to play out targeted advertising within our own platform as well as on third-party sites.

The processing of users' personal data is carried out on the basis of our legitimate interests in providing users with effective information and communicating with users in accordance with Art. 6 (1) f GDPR. If the users are asked by the respective providers of the platforms for consent to data processing or if the user voluntarily sends information to our online presences, the legal basis for processing is Art. 6 (1) a GDPR in conjunction with Art. 7 GDPR. If such information contains contract-relevant contents, Art. 6 (1) b GDPR serves as the legal basis.

For a detailed representation of the respective processing and the possibilities of objection (Opt-Out), we refer to the following linked information of the providers.

Also, in the case of requests for information and the assertion of user rights, we point out that these can be asserted most effectively with the providers. Only the providers have access to the data of the users and can directly take appropriate measures and give information. Should you nevertheless need help, you can contact us.

- Facebook: Meta Platforms Ireland Limited, 4 Grand Canal Square, Dublin 2, Ireland. Privacy Policy: <https://www.facebook.com/about/privacy/>, Opt-Out: <https://www.facebook.com/settings?tab=ads>.
- Instagram: Meta Platforms Ireland Limited, 4 Grand Canal Square, Dublin 2, Ireland. Privacy Policy / Opt-Out: <https://instagram.com/about/legal/privacy/>.
- LinkedIn: LinkedIn Ireland Unlimited Company Wilton Place, Dublin 2, Ireland. Privacy Policy: <https://www.linkedin.com/legal/privacy-policy>. Opt-Out: <https://www.linkedin.com/psettings/guest-controls/retargeting-opt-out>.
- YouTube: Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland. Privacy Policy / Opt-Out: <https://policies.google.com/privacy?hl=en&gl=en>.

Facebook and Instagram (Meta)

By interacting with our social media pages on Facebook and Instagram (commenting, liking posts or sending us a message), your data will be stored by us. These social networks are operated by Meta Platforms Ireland Limited, 4 Grand Canal Square, Dublin 2, Ireland (hence: Meta).

The operation of a company profile on these channels is a joint responsibility under data protection law pursuant to Art. 26 GDPR for Meta and our company. Accordingly, we have entered into an agreement with Meta that governs the respective obligations under the GDPR: https://www.facebook.com/legal/terms/page_controller_addendum.

Meta provides the profile operators with statistics and insights into the types of actions of our profile visitors ("page insights"). We have no influence on the fact that this data is collected by Meta. According to Meta, this data is only provided to us anonymously, so that the user cannot be identified from the information.

Personal data is deleted as soon as the purpose for which it was stored no longer applies. Storage can also take place if this is provided for by statutory retention obligations to which our company is subject.

Please note that when you use and access our Facebook and Instagram page, your personal data will also be processed by the provider Meta. Meta is operated by Meta Platforms Ireland Limited, 4 Grand Canal Square, Dublin 2, Ireland as well as the parent company located in the USA. Meta processes your data in addition to the processing mentioned above for analysis and advertising purposes. To the best of our knowledge, Meta also uses cookies that store your usage behavior (also across different end

devices). This allows Meta to display targeted advertising within its own platform as well as on third-party sites. For more information, please see Facebook's privacy policy: <https://www.facebook.com/about/privacy/>, Instagram <https://help.instagram.com/519522125107875>. Facebook and Instagram also offer the option to object to certain data processing; information and opt-out options in this regard can be found at: <https://www.facebook.com/settings?tab=ads> and https://www.instagram.com/accounts/privacy_and_security/. Please note that according to the Meta Privacy Policy, user data is also processed in the USA or other third countries. Meta transfers user data only to countries for which an adequacy decision has been issued by the European Commission pursuant to Art. 45 GDPR or on the basis of appropriate safeguards pursuant to Art. 46 GDPR.

With regard to data processing via our Facebook and Instagram page, you also have the option of asserting your data subject rights against Meta. Further information on this can be found in Meta's privacy policy: <https://www.facebook.com/about/privacy/>.

2.7 Minors

We principally address adult persons with our online offer. Personal information of persons under 16 years of age may only be made available to us with the explicit consent of their legal guardian (Art. 8 GDPR). Processing without the consent of the legal guardian is not permitted. We therefore reserve the right to delete all data relating to minors unless we have the consent of a parent or guardian.

III. Information for applicants

3.1 Purpose and legal basis for the collection and processing

Your data will be processed by us for the purpose of processing your application in accordance with Art. 6 (1) b, c GDPR. If special categories of personal data within the meaning of Art. 9 (1) GDPR are voluntarily communicated as part of the application procedure, their processing is also carried out in accordance with Art. 9 (2) b GDPR.

3.2 Recipient of your data

The recipients of your data are the departments involved in the human resources management process (including human resources, managers and heads of department) of the controller. Your data will be treated as strictly confidential and will not be passed on to third parties without your consent. A transfer to third countries or international organisations is not intended.

3.3 Storage of your data

Your application data will be deleted 180 days after the last time you updated your application.

IV. Information for business partners

4.1 Purpose and legal basis for the collection and processing

The primary purpose of data processing is the creation, execution or termination of the contractual relationship. The primary legal basis for this is Art. 6 (1) b GDPR. Without this type of use of your data, the business relationship existing between you and us cannot be carried out.

We also process your data on the basis of Art. 6 (1) f GDPR to protect our legitimate interests or those of third parties (e.g. public authorities). This may be necessary, for example, to maintain IT security and IT operations or for purposes of corporate management, internal communication and other administrative purposes. You can object to this processing by giving special reasons in accordance with Art. 21 GDPR.

In addition, we process your data to fulfil legal obligations, such as regulatory requirements, commercial and tax law storage obligations or documentation obligations. The legal basis for this is Art. 6 (1) c GDPR in conjunction with the nationally applicable laws.

In individual cases, it may also happen that we process your data on the basis of your separately granted consent in accordance with Artt. 6 (1) a, 7 GDPR (e.g. in the context of registering for our newsletter or publishing photo and video recordings). You are always free to decide whether you wish to give your consent. Once you have given your consent, you can withdraw it at any time with effect for the future. To do so, please send corresponding enquiries to the contact address given above.

Should we process your personal data for a purpose not mentioned above, we will inform you of this in advance.

4.2 Recipient of your data

Within our company, only those persons receive your personal data who need it to fulfil our contractual and legal obligations. In addition, we sometimes use different service providers to fulfill these obligations, so that it may be necessary to transfer your personal data to other recipients outside the company to the extent necessary to fulfill our contractual and legal obligations. These third parties can be, for example, authorities, financial institutions, suppliers, etc. To process your data technically, we sometimes use external service providers who act as processors in accordance with Art. 28 GDPR.

4.3 Storage of your data

We store your personal data only as long as they are necessary for the above-mentioned purposes. After termination of the contractual relationship, your personal data will be stored for as long as we are legally obliged to do so. This regularly results from legal obligations to provide evidence and to retain data. The storage periods are up to ten years. In addition, personal data may be stored for the time during which claims can be made against us (statutory limitation period of three or up to thirty years).