

## **BECKERS GROUP PRIVACY POLICY – GENERAL**

### **1 Purpose and scope of the Privacy Policy**

Wilh. Becker Holding GmbH and its affiliates (“**Beckers**”, “**we**”, “**us**” or “**our**”) are committed to protecting the privacy of our customer – and supplier representatives and the like in accordance with applicable data protection laws. The purpose of this policy is to explain how we collect and use your personal data as well as how you can exercise your rights.

If you have any questions relating to this Privacy Policy or data protection laws in general, please contact Samuel Withers, Manager HR Data, Systems & Analytics: [samuel.withers@beckers-group.com](mailto:samuel.withers@beckers-group.com).

### **2 What information do we collect?**

The personal data we may collect, store and use from you includes general contact details such as name, personal number, phone number, email address, address and other information you provide to us including in connection with any recruitment process you choose to participate in with us.

### **3 Using your personal data**

The personal data we collect will be used for the purposes specified in this privacy policy. We will not use your personal data for any additional purpose.

We may use your personal data to administer and fulfil our contractual and legal obligations to you or the company you represent and in connection with any recruitment process you choose to participate in with us.

Processing of your personal data not based on a legal or contractual requirement will be based on our legitimate interests to provide you with marketing communications (by post or by email or similar technology) relating to our business which we think may be of interest to you such as general information and samples.

### **4 Disclosures**

In addition to the disclosures reasonably necessary for the purposes identified elsewhere in this privacy policy, we may disclose information about you:

- to other entities within the Beckers Group to the extent required to fulfil the purpose of the processing of your personal data;
- to the extent that we are required to do so by law;
- in connection with any legal proceedings or prospective legal proceedings; and
- in order to establish, exercise or defend our legal rights.

Except as provided in this privacy policy, we will not provide your personal data to third parties. Furthermore, we will only keep your personal data as long as necessary in order for us to achieve the purpose it was collected for or as required in order to comply with any mandatory retention periods under applicable law.

### **5 International data transfers**

Personal data that we collect may be stored and processed in and transferred between any of the countries in which we operate, in order to enable us to use your personal data in accordance with this privacy policy.

Your personal data may be transferred to countries (including Great Britain, Turkey, Malaysia, Indonesia, Vietnam, India, Taiwan, China, Bangladesh, Argentina, Mexico, Russia, USA, South Africa, United Arab Emirates) which might not necessarily have data protection laws equivalent to those in force in the European Economic Area. However, we will take all reasonable technical, organisational and legal measures to ensure that your personal data is securely processed, providing an adequate level of protection compared to the level of protection offered within the European Economic Area.

## **6 Security of your personal data**

We will take adequate security measures to prevent any accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to your personal information. Of course, data transmission over the internet is inherently insecure, and we cannot guarantee the security of data sent over the internet.

## **7 Policy amendments**

We keep this privacy policy under review and we may update it from time-to-time by posting a new version on this website. You should check this page occasionally to ensure you are happy with any changes. This privacy policy was last updated on 16<sup>th</sup> of October, 2024.

## **8 Your rights**

### **8.1. Right to access your data**

You may instruct us to provide you with a copy of the personal information we hold about you. Provision of such information is generally free of charge but may under certain circumstances be subject to the payment of a fee.

### **8.2. Correction, deletion and objection**

You may request us to correct any incorrect information we have about you as well as to delete any information that is no longer necessary for the purpose it was collected and/or to object to our processing of your personal data. However, certain legal obligations may prevent us from immediately deleting certain information.

### **8.3. Recall your consent**

If we process any of your personal data based on your consent, you may recall your consent at any time.

### **8.4. Opt-out from marketing**

You may instruct us not to process your personal data for marketing purposes. In practice, you will usually either expressly agree in advance to our use of your personal data for marketing purposes, or we will provide you with an opportunity to opt-out of the use of your personal data for marketing purposes. You can also instruct us not to use your personal data for marketing purposes by email at any time.

### **8.5. Lodging complaints**

You may lodge a complaint with a competent supervisory authority at any time if you are of the opinion that we process your personal data in breach of applicable data protection laws.

## **9 Third party websites**

The website contains links to other websites. This privacy policy does not cover the links within this website linking to other third party websites and we are not responsible for the privacy policies of such other third party websites.