

DATA PRIVACY STATEMENT (version 2.2, August 2023)

Scope

This Data Privacy Statement is the privacy statement for the following companies:

Fuji Seal BV (The Netherlands)	Fuji Seal France SAS (France)
Fuji Seal Europe BV (The Netherlands)	Fuji Seal Iberia S.L.U. (Spain)
Fuji Seal Europe Ltd. (UK)	Fuji Seal Italy S.r.l. (Italy)
Fuji Seal Poland Sp. zo.o. , (Poland)	Fuji Seal Switzerland AG (Switzerland)
Fuji Seal Europe SAS (France)	Fuji Seal Germany GmbH (Germany)

Hereinafter jointly referred to as '**Fuji Seal Europe**'

Introduction

Fuji Seal Europe values the privacy of the individual highly. For this purpose, this data privacy statement provides you with information about the processing of personal information you provide to Fuji Seal Europe and informs you of your rights regarding this processing. If you want to contact us, please see section 8.

1. Collection of personal information

Fuji Seal may collect or may ask you to provide personal information. This personal information might consist of, but is not limited to: first and last name, (professional) e-mail address and/or (professional) phone number.

2. Use of personal information / purpose of processing

Fuji Seal Europe shall only process (use) your personal information if it has a purpose (goal) for processing this data. Only the necessary information to achieve this purpose will be processed by Fuji Seal Europe. The purpose for the processing of personal information is dependent of the relationship between you and Fuji Seal Europe:

Representatives of (potential) Customers and (potential) Suppliers

- Entering into commercial agreements for the supply and/or sale of goods and/or the rendering or obtaining of services, including the negotiations preceding and/or performance monitoring during such contracts;
- Entering into Non-Disclosure Agreements, including the negotiations preceding and/or performance monitoring during such contracts;

Employees

- Allowing for general Human Resource administration and payrolling;
- Facilitating the establishment of pension schemes for employees;
- Facilitating employee travelling;
- General business reporting;
- Performance of legal obligations related to occupational health services, social security or taxes;
- Establishing company policies (if applicable, based on employee's function);
- Registering personal information with the Chamber of Commerce (if applicable, based on employee's function).

Job applicants

- Discussing the possibilities and terms of entering into a labour contract between Fuji Seal Europe and the job applicant.

In addition to the above mentioned purposes, Fuji Seal Europe may collect and disclose your personal information in case it is required to do so by law.

3. Lawful basis for processing

Fuji Seal Europe will only process personal information for which it has a lawful basis for processing. The legal bases for processing your personal information are (performance) of contract, compliance with a legal obligation and legitimate interest. Legitimate interest can be interpreted as the commercial interest of Fuji Seal Europe (by entering into commercial agreements). If your personal information is processed with legitimate interest as a legal basis, Fuji Seal Europe shall balance its' legitimate interest against your individual interest, taking into account your expectations when providing us with your personal information and the extent of your personal information.

Only in very exceptional cases shall Fuji Seal Europe rely on consent as a lawful basis for processing. If this is the case, your consent will be asked for explicitly in writing.

4. Sharing your personal information

Fuji Seal Europe may disclose or share your personal information with other legal entities within Fuji Seal Europe, Fuji Seal Group Companies outside the European Economic Region, including FSI, and/or third-parties. Your personal information will only be shared to achieve the same purpose as the information was initially collected for by - or provided by you to - Fuji Seal Europe.

If your information is shared, Fuji Seal Europe ensures that any party it is shared with or disclosed to, is legally obliged to process such personal information only in accordance with the terms of this data privacy statement.

5. Data security

Fuji Seal may store your personal information digitally and/or physically. To prevent the loss, misuse or alteration of your personal information Fuji Seal Europe will take reasonable technical and organisational measures. Measures as such include, but are not limited to, restricting access to personal information through ICT measures and/or limiting physical access to personal information.

6. Data retention

Fuji Seal strives to keep the retention period for your personal information as short as (legally) possible. The applicable retention period is dependent of your relationship to Fuji Seal Europe:

Representatives of (potential) Customers and (potential) Suppliers

Personal information is retained until contract execution (signing). After this period your personal data is archived for future reference.

Employees

Personal information is deleted when employment ends. If required by law, personal information is retained for the period required by law.

Job applicants

Personal information is deleted upon the successful passing of the probationary period of the job you applied for.

7. Your rights

In order to safeguard your privacy, you have the right to:

- request access to (receive a copy of) all your personal information processed by Fuji Seal Europe;
- correct your personal data processed by Fuji Seal Europe;
- erasure of your personal information processed by Fuji Seal Europe (not an absolute right);
- restrict processing of your personal information by Fuji Seal Europe (not an absolute right);

- object to processing of your personal information by Fuji Seal Europe (not an absolute right);
- right to withdraw consent if processing of your personal data is based on consent;
- lodge a complaint with the Supervisory Authorities;

8. Contact information

If you wish to assert your rights (see section 7), please find our contact information below:

Company	Address	Data Protection Officer	e-mail
Fuji Seal BV	Jacob Marisstraat 2 5753 DB Deurne The Netherlands	Mr. Allard Hessel Mr. Geert Ratering Mrs. Cristina Carbonell	dpo@eu.fujiseal.com
Fuji Seal Europe BV	Jacob Marisstraat 2 5753 DB Deurne The Netherlands		
Fuji Seal Poland Sp. Zo. o.	ul. Wschodnia 2 99-300, Kutno Poland		
Fuji Seal Ltd.	Scimitar Close Gillingham Business Park Kent ME8 0RJ United Kingdom		
Fuji Seal Europe SAS	Route de Luxeuil-Les Bains 70220 Fougerolles France		
Fuji Seal Europe France	Route de Luxeuil-Les Bains, 70220 Fougerolles France		
Fuji Seal Iberia S.l.u	Gran Via de les Corts Catalanes 630 08007 Barcelona Spain		
Fuji Seal Italy S.r.l.	Via Enzo Ferrari 33 Rivalta IT-46040 Rodigo (MN) Italy		
Fuji Seal Switzerland AG	Werdenstrasse 85 CH-9472 Grabs SG Switzerland		
Fuji Seal Germany GmbH	Gutenbergstrasse 9 DE-72631 Aichtal - Aich Germany		

If you wish to lodge a complaint with the Supervisory Authorities, please refer to the websites below:

Country	Name	Web address
The Netherlands	Autoriteit Persoonsgegevens	www.autoriteitpersoonsgegevens.nl/nl
Poland	GIODO	www.giodo.gov.pl
United Kingdom	Information Commissioner's Office	https://ico.org.uk/
France	CNIL	https://www.cnil.fr/professionnel
Spain	AGPD	www.agpd.es
Italy	Garante Privacy	www.garanteprivacy.it
Switzerland	EDÖB	www.edoeb.admin.ch
Germany	BFDI	www.bfdi.bund.de

9. Updating this statement

Fuji Seal Europe may update this Data Privacy Statement by posting a new version on the Fuji Seal website. We therefore advise you to check this page occasionally to ensure you are familiar with our latest Data Privacy Statement.