

# PLASTIX A/S PRIVACY POLICY

## INTRODUCTION

Plastix A/S understands the importance of treating your personal data securely, and is committed to respecting your privacy and safeguarding your personal data.

This Privacy Policy explains how Plastix A/S (CVR no.: 3488 0646), and all its subsidiaries, herein reTRAWL ApS (CVR no.: 3787 0994) and reTRAWL South Africa Pty (Ltd) (Reg. no. 2016/482185/07) – (collectively referred to as “Plastix”, “we”, “us” and “our” within this Privacy Policy), collects, uses, stores and safeguards your personal data. This Privacy Policy applies to you if you purchase goods or services from us, supply goods or services to us, visit our factory, or otherwise interact with us, including by using our website or by interacting with us through social media.

Please review this Privacy Policy in detail.

This Privacy Policy explains our privacy practices covering the following areas:

1. What personal data we collect
2. What we do with your personal data
3. Your use of the Job Application Form
4. How we protect your personal data
5. Your rights and how to contact us
6. Updates to this policy

## 1. WHAT PERSONAL DATA WE COLLECT

We may collect, process and store some or all of the following personal data about you:

**Information about you:** your name, address, email address, phone number, social media handle, date of birth, nationality, gender, photograph, details of your employer and your position, your previous employment and educational history.

**Our correspondence with you:** this includes any feedback, complaints or comments from you via our website, email or social media.

**Derivative data:** information automatically collected when you access our website, such as your IP address, your browser type, your operating system, your access times.

### Sources of personal data

Most of the personal data that we hold about you is directly collected from you or your interactions with us, our website, and social media. We may also receive personal data on you from other sources, such as our business partners, sub-contractors, affiliated NGOs and research tools.

### Sensitive personal data

Plastix will only in limited circumstances collect and use sensitive personal data, as outlined under the European General Data Protection Regulation (GDPR), for example when we handle specific dietary requirements in connection with your visit of our factory, which may indicate your religious beliefs. We handle this sensitive personal data in compliance with the GDPR, and as described further in the section titled “What we do with your personal data”.

## 2. WHAT WE DO WITH YOUR PERSONAL DATA

Depending on how you interact with Plastix, we use your personal information for the following purposes:

### 1. To fulfil and manage purchases, orders and payments for products and services you have requested

We may use your personal data in relation to carrying out our obligations arising from any contracts entered by both parties, including in order to arrange delivery and purchase of goods through external business partners, to provide you with the products, services and information that you request from us, as well as to obtain products, services and information from you, to notify you of outstanding payment, and to inform you of changes to our products and services.

Legal basis: contract performance, legitimate interests (enable us to fulfil our obligations and provide or obtain products and services to and from you, and to update you on changes of our products and services).

### 2. To communicate with you effectively

We may use your personal data to respond to your questions, comments, complaints or other communications, including communication regarding our products and services.

Legal basis: legitimate interests (correspond to provide products and services), legal claims.

### 3. To organise factory visits with you

We may use your personal data in order to organise and facilitate factory visits with you or the people under your care. This can include information obtained by you from the "Plastix site access visitor release form and waiver of liability".

Legal basis: legal claims.

### 4. To manage your job application

We may use your personal data obtained from you and with your explicit consent through our online Job Application Form on our website, in order to determine your suitability for a position at Plastix. Please refer to the section titled "Your use of the Job application Form" for detailed information.

Legal basis: consent, legitimate interests (to determine suitability for a position at Plastix)

### 5. To comply with legal and regulatory obligations

We may use your personal data in order to comply with legal and regulatory requirements, which can include the disclosing of you personal to third parties such as insurers, court services and law enforcement agencies in connection to legal proceedings, enquiries or investigations.

Legal basis: legal obligations, legal claims, legitimate interests (complying with law enforcement and regulatory authorities).

### Disclosure of your information

In addition to the third parties mentioned above, we may disclose your personal data to our subsidiaries and official business partners, who may use it in connection with any of the purposes stated above. Furthermore, in the case that Plastix should need to reorganise or make changes to our business, such as in the event where we are subject to negotiation for the sale of our business to a third party, or are sold to a third party, or are undergoing a reorganisation, we may need to transfer some or all of your personal data that is relevant to the third party for a due diligence processes, or for them to use with the same purposes as stated in this Privacy Policy.

## 3. YOUR USE OF THE JOB APPLICATION FORM

Plastix only accepts job applications received through the use of the online Job Application Form, as we require your explicit consent to process and store the personal data you might send, such as your address, place of birth, employment history, photo or any other personal data you decide to include in your application.

The online application form requires you to actively give your consent (by checking the box), before allowing you to send off your application. By giving us your consent, you:

- Understand and accept the provisions laid out in this privacy policy which relate to job applications
- Confirm that you are not a minor

Your application will be stored for up to six months in our document management system, after which it will be permanently deleted. The information may be shared with employees holding a managing position at Plastix, in order to assess your suitability for a position. If you wish to change, withdraw consent, or provide you a copy of the personal data we hold about you, please contact us using the contact information stated in the section "Your right and how to contact us".

## 4. HOW WE PROTECT YOUR PERSONAL DATA

Plastix takes the secure processing and storing of your personal data seriously, and in such, will take all steps reasonably necessary to ensure that your personal data is protected and treated in accordance with this Privacy Policy, by using administrative, technical and physical security measures. However, please be aware that, despite our best efforts, the transmission of information over the Internet is not completely secure.

Your personal data will not be processed or stored for longer than is necessary in accordance to the purposes outline in the above section titled "What we do with your personal data", and other relevant sections of this Privacy Policy. Plastix will ensure that your personal data is deleted securely after a maximum duration of 12 months after it is no longer deemed relevant for the above-mentioned purposes.

## 5. YOUR RIGHTS AND HOW TO CONTACT US

Plastix strives to ensure that your personal data is accurate and up to date. We therefore ask you to notify us of any change to the personal data that you have provided to us.

If you are based in the EEA during your interactions with us, and under certain conditions, you may further have the right to:

- Request us to provide you with further information on how we use and process your personal data;
- Request a copy of the personal data that we hold on you;

- Request us to rectify inaccurate information we hold on you;
- Require us to restrict how we process your personal data;
- Request that we delete the personal data we no longer have grounds to process;
- Withdraw consent for personal data collected based on consent;

The above rights are subject to certain exemptions to safeguard the public interest, such as the detection and prevention of crime, and Plastix' interest, for example, in order to maintain legal privilege.

You can exercise your rights, if applicable to you, by contacting us by using the information in set out in the "Contact" section below. When contacting us concerning your rights to our processing of your personal information, you will have to provide us with the following information and a clear indication of what personal data you would like to have access to, changed, corrected, restricted or deleted in order for us to properly process your request: Name, address, telephone number and email-address.

If you wish to know more about your rights under the GDPR, or if you are not satisfied with our use of your personal data or our response to any exercise of these right, you have the right to complain to Datatilsynet.

### Contact

If you have questions about this Privacy Policy, or our treatment of your personal data, you are welcome to contact us:

Plastix A/S  
Gl. Landevej 1-3  
DK-7620 Lemvig  
Email: [info@plastixglobal.com](mailto:info@plastixglobal.com)  
Telephone: +45 9782 2000

## 6. UPDATES TO THIS POLICY

Plastix reserves the right to continuously update and make changes to this General Privacy Policy. You will be notified and asked for consent, should changes to the Privacy Policy significantly alter the extent of how we use the personal data which we have already collected from you.

The most current version of the Privacy Policy will always be available on this website. We therefore encourage you to check back regularly for possible changes.

This Privacy Policy was last updated July 2019.