

PRIVACY STATEMENT

Dahlman Industrial Group B.V. and its subsidiaries will process your personal data carefully, safely and reliably. We think it is important that you have confidence in our organization. That is why we are happy to do everything we can to protect your privacy. The rules on protecting your privacy are laid down in the General Data Protection Regulation, whereby the Dutch Data Protection Authority supervises compliance with the law. Dahlman Industrial Group B.V. and its subsidiaries act within the framework of the law and make use of the privacy documents that are available.

Build-up of privacy statement

This document explains which personal data we process and for what purposes we do this. We also explain for which services we process the data and on which legal basis we can do so. The sharing of data with other parties has been highlighted, as well as the processing of personal data outside the EU. The security of personal data is dealt with together with the processing of the storage periods. Lastly, a section has been added concerning which rights you have and the possibility to file a complaint or to contact Dahlman Industrial Group B.V. and its subsidiaries.

Who is the controller?

Dahlman Industrial Group B.V. based in Maassluis, Noordzee 8 is the controller for the processing of personal data.

Who is the Privacy Officer?

Privacy officer (or other officer responsible for privacy)

Dahlman Industrial Group B.V. and its subsidiaries have, given their size, chosen not to appoint FG but to appoint a privacy officer. This officer can be reached via the e-mail address:

dahlman@dahlman.nl

What is personal data?

Personal data is all data that can be traced back to a person. Examples include your name, address, telephone number and account number, but also photos and biometric data are personal data.

Are you obliged to provide personal information?

Sometimes we are legally obliged to store or provide certain items of your personal data, for example to the tax authorities.

In many cases it is necessary to use more of your personal data in order to be able to offer you the service or product that you purchase from us. In such a case, the use of your data is necessary for the contract or the pre-contractual phase.

In all these cases you are obliged to provide us with the relevant information because otherwise we cannot meet our legal and/or contractual obligations.

Collecting data from others?

Dahlman Industrial Group B.V. and its subsidiaries do not collect data from third parties. The only data we process is that which we receive from the people involved.

Which categories of personal data do we use?

Personal data can be subdivided into categories for convenience. We use the following categories of your personal data:

| Categories personal data | Explanation |
|--------------------------|---|
| Contact details | NAW Business name and address details of customers and suppliers for use in communication with customers and suppliers. |
| Contact details | NAW Business name and address details of potential customers and suppliers, information is provided by the person himself or is made publicly available by the customer / supplier. |
| NAW-details | Personal data personnel, this data must be legally established. This data will be destroyed after termination of employment. |
| Photo's | Photos of staff and third parties are only published after permission from the parties involved. |
| | |

For what purposes do we use your data?

We use the mentioned personal data for the following purposes:

- <Naming targets, see register of processing>

On which legal basis do we use your data?

| Legal basis * | Explanation |
|--|--|
| Permission | For some additional products and services, we first request your express consent before we collect more personal information from you. This permission is requested via an e-mail. Dahlman Industrial Group B.V. and its subsidiaries retain this permission for registration. You can always revoke permission by sending an e-mail to Dahlman@Dahlman.nl . |
| Agreement | Dahlman Industrial Group B.V. and its subsidiaries use a work agreement. Before this agreement is concluded, a customer is entered into the system, this is regarded as the pre-contractual phase. The legal basis also applies to the pre-contractual phase. |
| Legal obligation | Dahlman Industrial Group B.V. and its subsidiaries also collect personal data in order to comply with its legal obligations such as the tax authorities, payroll administration, pension provider, sickness/absence insurance policy. |
| Vital interests of the person involved | This legal basis only applies if there is an urgent medical need. |

* *Select the legal bases which apply*

Existence of automated individual decision making

Dahlman Industrial Group B.V. and its subsidiaries do not use automated individual decision-making because this is not necessary for our services. This means, for example, that Dahlman Industrial Group B.V. and its subsidiaries do not use profiling.

Do we share the data with other parties?

We do not provide the (personal) data you provide to other parties, unless this is necessary for the execution of the agreement or to fulfil a legal obligation.

Is your data provided outside of the EU?

Dahlman Industrial Group B.V. and its subsidiaries starting point is to process personal data only within the EU. Since the AVG is applicable within the EU, an appropriate level of protection can in principle always be guaranteed.

How do we secure your data?

Because the security of personal data is very important, Dahlman Industrial Group B.V. and its subsidiaries ensure that we take appropriate diverse technical and organizational measures to ensure that the personal data cannot be misused or otherwise end up in the wrong hands. We ensure that, if we transfer your personal data to other organizations such as the processors, these organizations maintain the same standards.

How long do we keep your data?

We do not store your data for longer than is necessary to achieve the objectives stated in this privacy statement.

What are your rights?

Dahlman Industrial Group B.V. and its subsidiaries believe that it is important for you to exercise the rights that you are entitled to by law. That is why it is very easy to contact us via www.royaldahlman.com.

You can exercise the following rights:

- The right of access: you have the right to inspect the personal data we process about you.
- The right of correction: if your personal data that we process is incorrect, you have the right to amend it.
- The right of removal: if we no longer need your personal data for the purpose for which we received it, you have the right to ask us to remove it. There are a few exceptions, such as our duty to keep certain data for <for example the tax authorities>.
- The right of limitation: during the period that we are in the process of determining whether your data needs to be rectified, determining the (un) lawfulness of data processing, determining whether data must be deleted or you have lodged an objection to the processing, you have the right to request the restriction of processing.
- The right of data portability: at your request we must transfer all your personal data that we have to you or another organization of your choice. You can only exercise this right if the data is processed on the basis of permission or agreement.
- The right of objection: if we process data on the grounds of legitimate or public interest, it is possible to make an objection after which a weighing of interests will follow. In the case of direct marketing you always have the right of objection.

Submitting a complaint to the competent authority: Authority for Personal Data

Dahlman Industrial Group B.V. and its subsidiaries believe it is important to have satisfied customers. Even though we do everything we can to achieve this, you may not always be satisfied. It is possible to submit a complaint to the Dutch Data Protection Authority, if it concerns the protection of personal data. This can be submitted via:

<https://autoriteitpersoonsgegevens.nl/en>

How can you contact us?

If you have any questions, a complaint or a comment, you can contact us via dahlman@dahlman.nl or call +31 (10) 5991111. You can also contact our FG / privacy officer via: dahlman@dahlman.nl