

PRIVACY NOTICE

CERTIS BELCHIM

Adopted October 2024

For Certis Belchim

DocuSigned by:
Mark Waltham
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Mark Waltham

CEO

Date: 10/10/2024

This Privacy Notice explains how we at Certis Belchim collect, use, and safeguard information about you when you visit our website or our events, when you write to us (including respond to our job openings), when you do business with us, or when you buy products from us.

If you are an employee at Certis Belchim, please consult the internal privacy policy/statement for employees.

We are Certis Belchim Group (hereinafter “**Certis Belchim**”, “**CB**”, “**we**”, “**us**”). Our head office is Certis Belchim BV, Stadsplateau 16, 3521 AZ Utrecht, the Netherlands, registered with the Central Enterprises Register under the number BTW NL800577954B01. We operate globally and have affiliated companies and branches around the world. Together we are responsible for the processing of your personal data as described in this Notice (as data controller).

The protection of your personal data is very important for us. We aim to be at all times fully compliant with the EU data protection laws (and in particular EU General Data Protection Regulation) and relevant national data protection legislation.

We aim to process your personal data in a manner that is lawful, appropriate and transparent. In this Notice we inform you what personal data we collect about you, why we collect, use and share such data, how long we keep the data and how you can use your rights. This Privacy Notice also explains the rights you have in relation to our processing of the information on you.

Please note that this Privacy Notice can change over time, for example to comply with new laws or changes to the laws or to meet changing business needs. The most up-to-date version can always be found on our website.

We may provide an additional or different privacy notice of how we process personal data for certain products or services, in which case these notices will supplement or replace this Privacy Notice.

1. SCOPE OF THIS PRIVACY NOTICE

This Privacy Notice applies to the following situations where we can collect and use your personal data:

- when you visit our website or interact with us on social media,
- when you are our business partner (such as a supplier) or its representative (like an employee),
- when you are our customer or its representative (e.g. an employee),
- when you attend our events,
- when you respond to our job openings,
- when you cooperate with us in a different capacity.

2. WHICH OF YOUR PERSONAL DATA DO WE COLLECT?

Personal data is any information about you as an individual that allows us to be able to identify you, directly or indirectly (for example, if we combine information from various sources).

The personal data about you that we collect and work with depends on the context of our cooperation (for example, whether you are just browsing our website, or whether you are our trusted business partner).

We can collect various types of personal data about you, more specifically:

- ✓ *Personal identification information* (e.g. first name, last name, language, IP address);
- ✓ *Personal contact information* (postal address and e-mail address, phone number, fax);
- ✓ *Personal employment information* (employer's name and your function within this company);
- ✓ *Personal banking and financial data* (e.g. bank account details that you have voluntarily provided to us in the context of our professional relationship);
- ✓ *Personal data which relate to your use of our products and services such as:*
 - whether you are a dealer, a farmer, a contractor, an independent advisor, a researcher, a teacher, do you work for the government, etc.;
 - whether you need commercial or technical information;
 - whether you need technical information for all crops or for specific crops;
- ✓ *Personal data from your interactions with us:* on our internet website, via meetings, calls, emails;
- ✓ *Personal data provided by official authorities;*
- ✓ *Personal data relating to your application for a job with our company* (including personal data contained in your cv/motivation letter, personal data you share with us during job interviews, personal data contained in the evaluation test reports, etc.);
- ✓ *Any other personal information that you willingly share with us, online or offline.*

We never ask for and do not process any personal information that is sensitive – such as personal data related to your racial or ethnic origins, political opinions, religious or philosophical beliefs, trade union membership, genetic data or data concerning your sex life.

In the context of recruitment, please note that if you share with us details of a reference or any other individual as part of your application, it is your responsibility to get consent from that individual before sharing their personal data with us.

3. WHY AND ON WHICH BASIS DO WE USE YOUR PERSONAL DATA?

A. To comply with our legal and regulatory obligations.

We use your personal data to comply with our legal and regulatory obligations (e.g. to answer official queries from duly authorized public or judicial authorities).

Moreover, we are obliged to provide our customers/farmers with technical support (e.g. if our products are not used, treated, stored or transported in a correct manner, they might cause material or personal damages). We may thus process your personal data in this context.

B. To operate our business (in respect of our contractual relationship with you or the company of whom you are a representative – an employee etc.).

We use your personal data during our contractual relationship including:

- ✓ to provide you with information regarding our products and services;
- ✓ to evaluate if we can offer you a product or service, and under which terms and conditions;
- ✓ to provide products and/or services to our corporate clients of whom you are a representative;
- ✓ to market and tailor products and services to your and your company's needs;
- ✓ to engage in transactions and process orders;
- ✓ to answer to your requests.

Similarly, we may use your personal data as long as you are an employee or another representative of our business partner.

C. To fulfil our legitimate interest.

We use your personal data in order to deploy and develop our products or services, to improve our risk management and to defend our legal rights, such as:

- ✓ fraud prevention;
- ✓ IT management/security and business continuity;
- ✓ establishing statistics for research and development;
- ✓ personalize technical support for products which you have bought from us;
- ✓ process your order(s) and manage your account which can be achieved by:
 - segmenting our prospects and clients;
 - analyzing your habits and preferences (in your use of our products and services or in your interaction with us through the various channels);
 - sharing your personal data with another CB affiliate;
 - matching our products or services with other data we have processed about you.

With respect to recruiting, we will use your personal data to enable and facilitate the recruitment process. We collect and process your personal data as a candidate for one of our job openings to process your application and to assess your capabilities and qualifications for a job, to respond to your inquiries and communicate with you about your application, and to comply with any applicable legislation in this regard.

We may also use your personal data to see if you are suitable for other job openings at our company. If you do not want us to do this, please contact us at the address provided below.

If we decide to offer you a job, the personal data you provided will be added to our HR system to manage the hiring process. If you become an employee, your personal data will become part of your employee file and may be used for other employment-related purposes.

D. To respect your choice if we have requested your consent for a specific processing activity.

In some cases, we require your consent to process your data (e.g. for direct marketing purposes). You have the right to withdraw your consent at any time by contacting us in accordance with article 6 of this Privacy Notice. For example, with respect to job applicants, we can share your application with the recruiting agencies that we have contracted to help us with the recruitment process, if we are interested in your application and you have given your consent.

E. To process data from electronic communications.

In addition to any recording of electronic communications that is either legally authorized or to which you have consented, we may record electronic communications with you, including the related traffic data, in the course of lawful business practice to ensure evidence of commercial transactions, or communications that took place, including the content of these communications.

We may keep such records as long as legally required or permitted including for the period of time during which a dispute may arise further to the electronic communication recorded between you and us. The above applies to all electronic communications (such as e-mails, SMS, instant messaging services or other equivalent technologies).

4. WHO DO WE SHARE YOUR PERSONAL DATA WITH?

Personal data may be processed within the Certis Belchim Group.

Exceptionally we might provide your personal data to external service providers or consultants, however this will only happen in the execution of a service for and/or on behalf of Certis Belchim, and only after such service provider or consultant has signed an agreement protecting confidentiality and ensuring similar standards of protection of your personal data as set in this Notice.

Please be aware that in certain cases your personal data may be accessed by CB offices or transferred to third parties that are located outside the territories that are considered to provide adequate level of personal data protection according to European Commission. For such cases, we put in place adequate measures to ensure that personal data is processed according to comparable standards.

In rare situations, we might share your information with third parties if our company undergoes changes like reorganization, merger, sale, joint venture, or transfer of any part of our business or assets (including during bankruptcy). These third parties could be, for example, a company buying our company and their advisors. If this happens, we will ensure your personal data is protected according to the applicable data protection laws.

In principle, we do not sell your personal data to third parties.

5. HOW LONG DO WE KEEP YOUR PERSONAL DATA FOR?

We use your personal data for a specific purpose or aim. Once that purpose/aim no longer exists, we delete the data.

The starting point for storing your personal data is the statutory retention period (meaning how long the legislation requires from us to store information about you), which is often ten years after the end of a contract or execution of a transaction. The period can be longer where needed for the exercise of our rights. If no retention period is set by law, it can be shorter.

6. WHAT ARE YOUR RIGHTS AND HOW CAN YOU EXERCISE THEM?

In accordance with applicable regulations, you have the following rights:

- ✓ **Right to access or to inspect:** you can obtain information relating to the processing of your personal data and a copy of such personal data. If you exercise your right of inspection, we will give you a complete overview of the data which we have collected about you.
- ✓ **Right to rectify:** where you consider that your personal data are inaccurate or incomplete, you can require from us to adapt such personal data accordingly.
- ✓ **Right to delete or to restrict:** you can require from us to delete your personal data and/or you can request the restriction of the processing of your personal data.
- ✓ **Right to object:** you can object to the processing of your personal data, on grounds relating to your particular situation. You have the absolute right to object to the processing of your personal data for direct marketing purposes.
- ✓ **Right to withdraw your consent:** where you have given your consent for the processing of your personal data (mainly for marketing purposes), you have the right to withdraw your consent at any time.
- ✓ **Right of data portability:** where legally applicable, you have the right to have the personal data you have provided to us be returned to you, or, where technically feasible, transferred to a third party of your choice.
- ✓ **Right to complain:** you can lodge a complaint with the competent data protection authority (e.g. for the Netherlands: <https://www.autoriteitpersoonsgegevens.nl/>), in particular in the country where you reside, where you work or the country of the alleged infringement of the data protection and/or privacy regulations.

If you wish to exercise one of the rights listed above or in case you have any questions relating to our use of your personal data or this Privacy Notice, please contact us as follows:

- ✓ By preference by email to privacy@certisbelchim.com; or
- ✓ Alternatively, by letter to **Certis Belchim BV**, Stadsplateau 16, 3521 AZ Utrecht, the Netherlands.

Be as specific as possible any time you wish to exercise your rights. We can only properly answer queries couched in sufficient detail. We will need to verify your identity in as much detail as possible, in order to avoid someone else trying to exercise any of your rights. You may therefore be asked by CB to provide a proof of identification (e.g. copy of you ID-card) when making such a request.

7. COOKIES

Cookies are text files placed on your computer to collect standard internet log information and visitor behaviour information. When you visit our websites, we may collect information from you automatically through cookies or similar technology.

We use cookies in a range of ways to improve your experience on our website, including:

- To understand how you use our websites;
- To provide and maintain the websites;
- To allow you to participate in interactive features of our website when you choose to do so;
- To provide customer care and support;

- To analyze the manner in which our visitors use our websites (e.g. which pages are visited mostly, duration of a visit, most common search query's etc...) so we can improve our website, for instance by placing popular topics more prominent on our websites;
- To monitor the usage of the websites;
- To detect, prevent and address technical issues.

There are several different types of cookies, however, our website uses:

- **Functionality cookies:** CB uses these cookies so that we recognize you on our website and remember your previously selected preferences. These could include what language you prefer and which location you are in. A mix of first-party and third-party cookies are used.
- **Performance or analytical cookies:** CB uses these cookies to collect information about your visit to our websites, the content you viewed, the links you followed and information about your browser, device, and your IP address.
- **Marketing cookies:** CB may share some limited aspects of this data with third parties for advertising purposes. We may also share online data collected through cookies with our advertising partners. This means that when you visit another website, you may be shown advertising based on your browsing patterns on our website.

You can set your browser not to accept cookies, and the above website tells you how to remove cookies from your browser. However, in a few cases, some of our website features may not function as a result. You can at any time change or withdraw your consent on our website.

8. SOCIAL MEDIA

We are present on certain social media platforms (like LinkedIn, YouTube, etc.). Please note that each social media channel acts as separate controller for the personal data they process. They have their own policy on the way they process your personal data when you access their sites. We encourage you to read their privacy policies to learn more about the way they process your data. Before accessing our account on the aforementioned social media platforms, you will be asked to accept or decline their respective policies (unless you have done that already). To be able to interact with us on social media (for example by liking or commenting on one of its posts) you will have to first agree to the policies of those platforms.

9. GOVERNING LAW AND DISPUTE RESOLUTION

Without prejudice to the mandatory provisions of applicable local legislation, this Privacy Notice shall be governed by and construed in accordance with the laws of The Netherlands excluding its conflict of law provisions.

Any disputes or claims under or in connection with this Privacy Notice are to be resolved amicably. Should amicable resolution not be successful, the Parties hereby submit to the exclusive jurisdiction of the Courts of Amsterdam (The Netherlands) for purposes of settlement of all disputes arising between the Parties with respect to this Privacy Notice.

10. MISCELLANEOUS

A. Data protection and confidentiality

We take the necessary reasonable precautions to protect your personal data. Our safeguards include technical and organizational measures (taking into consideration the current status of the technology) and policies and procedures that our staff is trained to follow.

Only authorized employees have access to your personal data on a “need to know” basis. Moreover, all authorized employees have to sign a confidentiality agreement.

B. Updates

We may make changes to this Privacy Notice at any time. The most recent version is always available on our website <https://www.certisbelchim.com>.