

# Privacy Policy

This Privacy Policy governs the processing of your personal data by Ansell Healthcare Europe NV, Internationalelaan 55, 1070 Brussels, Belgium, with company number 0437.593.328, and its affiliate companies of the Ansell group (hereinafter: "Ansell", "we", "us", "our") as part of your visit to our website [www.ansell.eu](http://www.ansell.eu) (hereinafter: "Website"), your communication with us via e-mail, telephone, fax and social media channels (such as Facebook and LinkedIn).

**NOTE 1.** This Privacy Policy does not apply to the processing of personal data of people who choose to apply via "Careers" (<https://ansell.taleo.net/careersection/ex/jobsearch.ftl>). The processing of personal data of applicants via "Careers" is governed by a separate privacy policy, which can be consulted via that website.

**NOTE 2.** If you want more information on how we process personal data via cookies, social plugins and other types of tracking technology, you are kindly referred to our Cookie Policy.

## 1. IN GENERAL

- 1.1. You can contact us via e-mail at [privacy@ansell.com](mailto:privacy@ansell.com).
- 1.2. A reference in this Privacy Policy to certain laws or regulations also includes any change, replacement or annulment of these laws or regulations, including any related executive decisions.
- 1.3. Ansell reserves the right to from time to time modify, change or amend this Privacy Policy at its own discretion. Such modification, change or amendment will be communicated via the Website. If you do not accept the modifications, changes or amendments, you are not allowed to use our Website anymore.

## 2. TYPES OF PERSONAL DATA WE PROCESS

- 2.1. Whenever you use our Website and social media channels, we collect:
  - Technical information associated with the device you use, such as your IP-address, browser type, geographical location and operating system;
  - Information concerning your browsing behaviour, such as how long you visit, what links you click on, what pages you visit and how many times you visit a page.
- 2.2. When you fill out a contact form on our Website, or contact us via e-mail, telephone, fax or social media channels, we collect:
  - The basic identity information you provide us with, such as name, e-mail address, postal address, phone number, mobile telephone number, your country, and the company you work for;
  - The content of your communication or enquiry and the technical details of the communication itself (with whom you correspond at our end, date, time, etc.);
  - Your preferences with regard to the communication medium used;

- Publicly available information of your profile on social media channels;
- Any other personal data you choose to provide to us.

2.3. All of the personal data listed above, we receive directly from you. It may happen that we receive additional information about your preferences and surfing behaviour from partners such as Google. If you require more information about the personal data these parties process about you and make available to others, you are kindly requested to consult their respective privacy policies.

### **3. PURPOSES FOR WHICH ANSELL USES YOUR PERSONAL DATA**

3.1. Ansell processes your personal data to provide you in a personalized and efficient way the information, products and services you request via the Website, by e-mail, telephone, fax or social media channels.

3.2. Ansell processes your personal data for marketing purposes, *i.e.* to provide you with targeted communications, promotions, offerings and other advertisements of Ansell and selected partners.

3.3. Unless you are an existing customer who has already purchased similar goods or services from us and who we wish to target with our own marketing material, Ansell will only send you communications, promotions, offerings, newsletters and other advertisements via e-mail or other person-to-person electronic communication channels if you explicitly consented to receiving such communications, promotions, offerings, newsletters and other advertisements.

3.4. Ansell processes your personal data to comply with legal obligations or to comply with any reasonable request from competent law enforcement agents or representatives, judicial authorities, governmental agencies or bodies, including competent data protection authorities.

Your personal data may be transferred upon Ansell's own initiative to the police or the judicial authorities as evidence or if there are justified suspicions of an unlawful act or crime committed by you through your registration with or use of the Website, our social media channels or other communication with us.

3.5. Ansell processes your personal data to perform statistical analyses so that we may improve our Website, advertisement, products and services or to develop new products and services.

3.6. Ansell may process your personal data for the preservation of the legitimate interests of Ansell, its partners or a third party if your registration with or use of the Website, social media channels or other communication channels can be considered (a) a violation of any applicable terms of use or the intellectual property rights or any other right of a third party, (b) a threat to the security or integrity of the Website, social media channels or other communication channels, (c) a danger to the Website, social media channels or other communication channels or any of Ansell' or its subcontractors' underlying systems due to viruses, Trojan horses, spyware, malware or any other form of malicious code, or (d) in any way hateful, obscene, discriminating, racist slanderous, spiteful, hurtful or in some other way inappropriate or illegal.

### **4. LEGAL BASIS FOR PROCESSING YOUR PERSONAL DATA**

4.1. The processing of your personal data for the purpose outlined in Article 3.3. above is based on your consent.

- 4.2. In the event that your personal data is processed for the purpose outlined in Article 3.1. and in order to take steps prior to entering into a contract with us, we may base the processing of your personal data on the necessity for the performance of that contract, or in the process of entering into that contract.
- 4.3. For the purpose mentioned in Article 3.4., the processing of your personal data is necessary for a legal obligation that Ansell must comply with.
- 4.4. For the purposes mentioned in the Articles 3.1, 3.2, 3.5. and 3.6. above, the processing of your personal data is necessary for purposes of our legitimate interests, such as:
  - Continuous improvements of the Ansell Website, social media channels, products and services to ensure that you have the best experience possible;
  - Keeping our Website, social media channels, products and services safe from misuse and illegal activity;
  - Marketing and promotion of our products, services, brands and overall successful commercialization of our products and services.

## **5. TO WHOM ANSELL SENDS YOUR DATA**

- 5.1. Ansell relies on third party processors to provide you our Website and to process your personal data on our behalf. These third-party processors are only allowed to process your personal data on behalf of Ansell upon explicit written instruction of Ansell.

Ansell warrants that all third-party processors are selected with due care and are obliged to observe the safety and integrity of your personal data.

- 5.2. Ansell may share your personal data with other entities within the Ansell group. However, we will ensure that all Ansell entities will take due care that all processing of your personal data is in line with what is set out in this Privacy Policy.
- 5.3. Ansell does not send your personal data in an identifiable manner to any other third party than the ones mentioned in Articles 5.1. and 5.2. without your explicit permission to do so. However, Ansell may send anonymized data to other organizations that may use those data for improving products and services as well as to tailor the marketing, displaying and selling of those goods and services.

## **6. LOCATION AND TRANSFER**

- 6.1. Ansell processes your personal data within the European Economic Area (EEA). However, in order to process your personal data for the purposes outlined in Article 3 above, we may also transfer your personal data to other Ansell entities or to third parties who process on our behalf outside the EEA. Each entity outside the EEA that processes your personal data will be bound to observe adequate safeguards with regard to the processing of your personal data. Such safeguards will be the consequence of:
  - The recipient country having legislation in place which may be considered equivalent to the protection offered within the EEA; or

- A contractual arrangement between Ansell and that entity. All Ansell entities are parties to a contractual agreement based on the European Commission's Standard Contractual Clauses (controller-to-controller) (Commission Decision C(2004)5721).

6.2. Ansell may transfer anonymized and/or aggregated data to organizations outside the EEA. Should such transfer take place, Ansell will ensure that there are safeguards in place to ensure the safety and integrity of your data and all rights with respect to your personal data you might enjoy under applicable mandatory law.

## **7. QUALITY ASSURANCES**

7.1. Ansell does its utmost best to process only those personal data which are necessary to achieve the purposes listed under Article 3 above.

7.2. Your personal data are only processed for as long as needed to achieve the purposes listed under Article 3 above or up until such time where you withdraw your consent for processing them. Your withdrawal of consent may imply that you can no longer use the whole or part of our Website. Ansell will de-identify your personal data when they are no longer necessary for the purposes outlined in Article 3 above, unless there is:

- An overriding interest of Ansell, or any other third party, in keeping our personal data identifiable;
- A legal or regulatory obligation or a judicial or administrative order that prevents Ansell from de-identifying them.

7.3. You understand that an essential aspect of our marketing efforts pertains to making our marketing materials more relevant to you. Ansell does this by customising your unique profile based on relevant characteristics as outlined in Article 2 of this Privacy Policy and then uses this profile to provide you with communications, promotions, offerings, newsletters and other advertisements about products and services that may interest you.

7.4. Ansell will take appropriate technical and organizational measures to keep your personal data safe from unauthorized access or theft as well as accidental loss tampering or destruction. Access by personnel of Ansell or its third-party processors will only be on a need-to-know basis and be subject to strict confidentiality obligations. You understand, however, that safety and security are best efforts obligations which can never be guaranteed.

7.5. If you are registered to receive communications, promotions, offerings, newsletters and other advertisements via e-mail or other person-to-person electronic communication channels, you can change your preferences for receiving such communications, promotions, offerings, newsletter and other advertisements by following opt-out link provided in such communications.

## **8. YOUR RIGHTS**

8.1. You have the right to request access to all personal data processed by Ansell pertaining to you. Ansell reserves the right to charge an administrative fee for multiple subsequent requests for access that are clearly submitted for causing nuisance or harm to Ansell. Each request must specify for which processing activity you wish to exercise your right to access and must specify to which data categories you wish to gain access to.

- 8.2. You have the right to ask that any personal data pertaining to you that are inaccurate, are corrected free of charge. If you submit a request for correction, your request needs to be accompanied of proof of the flawed nature of the data for which correction is asked.
- 8.3. You have the right to withdraw your earlier given consent for processing of your personal data.
- 8.4. You have the right to request that personal data pertaining to you be deleted if these data are no longer required in the light of the purposes outlined in Article 3 above or if you withdraw your consent for processing them. However, you need to keep in mind that a request for deletion will be evaluated by Ansell against:
  - Overriding interests of Ansell or any other third party;
  - Legal or regulatory obligations or administrative or judicial orders which may contradict such deletion.

Instead of deletion you can also ask that Ansell limits the processing of your personal data if (a) you contest the accuracy of the data, (b) the processing is illegitimate, or (c) the data are no longer needed for the purposes listed under Article 3 above.

- 8.5. You have the right to oppose the processing of personal data if you are able to prove that there are serious and justified reasons connected with these particular circumstances that warrant such opposition. However, if the intended processing qualifies as direct marketing, you have the right to oppose such processing free of charge and without justification.
- 8.6. You have the right to receive from us in a structured, commonly-used and machine-readable format all personal data you have provided to us.
- 8.7. If you wish to submit a request to exercise one or more of the rights listed above, you can send an e-mail to [privacy@ansell.com](mailto:privacy@ansell.com). An e-mail requesting to exercise a right will not be construed as consent with the processing of your personal data beyond what is required for handling your request. Such request should clearly state which right you wish to exercise and the reasons for it if such is required. It should also be dated and signed, and accompanied by a digitally scanned copy of your valid identity card proving your identity. If you use the contact form, Ansell may ask you for your signed confirmation and proof of identity.

Ansell will promptly inform you of having received this request. If the request proves valid, Ansell shall honour it as soon as reasonably possible and at the latest thirty (30) days after having received the request.

If you have any complaint regarding the processing of your personal data by Ansell, you may always contact Ansell via the e-mail address listed above. If you remain unsatisfied with our response, you are free to file a complaint with the competent data protection authority.