

Privacy Policy of *FORESA, INDUSTRIAS QUIMICAS DEL NOROESTE, S.A.*

In compliance with current legislation on data protection, Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 (GDPR), Organic Law on the Protection of Personal Data and Guarantee of Digital Rights (LOPGDD , 3/2018 - Spain), we inform you about the Personal Data Protection Policy, with regard to the processing of personal data, which is detailed below.

Responsible for processing personal data

The data controller is the legal entity that determines the purposes and means of processing personal data. In other words, the controller decides how and for what purposes personal data is processed.

For the purposes of this Data Protection Policy, the person responsible for processing personal data is:

- Company name: *FORESA, INDUSTRIAS QUIMICAS DEL NOROESTE, S.A. (FORESA)*
- NIF (VAT): A28141224
- Registered in the Commercial Register of Pontevedra, Sheet PO-9599 *Tomo (File) 1320 Folio (Page) 38*
- Registered office: Avda. de Doña Urraca nº 91 (Apt. 8), cp 36650 Caldas de Reis (Pontevedra) Spain
- Tel.: +34 986 05 92 00
- Fax: +34 986 54 08 55
- email: privacidad@foresa.com

What personal data do we process and how do we protect them?

Personal data is any information about an identified or identifiable natural person.

For the purposes established in this Privacy Policy, the person responsible collects and processes the personal data explained in each type of processing, which will depend on the different services that the user requests or the contractual relationship they maintain with our entity.

Our organization is committed to treating you with complete confidentiality and applying appropriate physical, technical and organizational security measures to protect your personal data

The user guarantees and is responsible, in any case, for the veracity, accuracy, validity and authenticity of the personal data provided and undertakes to keep them duly updated.

Processing of “Job Applications” data

1. What type of personal data do we process?

- Identification data: name, ID, date of birth, address, telephone, email address, image.
- Personal characteristic data: Sex, marital status, nationality, age, date and place of birth.
- Academic and professional data: profession, position, experience, qualifications.

2. For what purpose do we process your personal data?

We process the personal data you provide to us to manage the company's selection processes.

The personal data provided will be kept as long as the interested party does not withdraw consent so that we can continue to store their curriculum vitae for future selection processes. In any case, CVs will be deleted one year after submission.

3. What is the legitimacy for processing your data?

The legal basis for processing your data is the express consent requested.

4. To which recipients will your data be communicated?

Your data may be transferred to companies in the FINSA group, a group of companies to which FORESA belongs and whose parent company is *FINANCIERA MADERERA, S.A*, for which your consent is obtained:

FINSA group companies to which your data may be transferred:

- *FINANCIERA MADERERA, S.A*
- *BRESFOR, INDUSTRIA DO FORMOL, S.A.*
- *FORESA FRANCE, S.A.S*
- *NORFIN LOGISTICS, S.L*
- *FORESA TECHNOLOGIES, S.L.*

Your personal data will not be transferred to any entity outside the group.

No data transfers take place outside the EU.

Processing of “Customer and Supplier” data

1. What type of personal data do we process?

- Identification data: name, CC, address, telephone, email address.
- Financial data: bank account, credit card details.
- Academic and professional data: profession, position, experience, qualifications.
- Data relating to transactions: products and services provided.

2. For what purpose do we process your personal data?

We process the personal data you provide to us to manage the data of the company's customers and suppliers, to maintain the commercial relationship, accounting, administrative and invoicing management, as well as tax obligations.

The purpose of advertising and commercial prospecting is also foreseen, to maintain the commercial relationship between the parties.

The personal data provided will be kept as long as the commercial relationship is maintained. If you decide to cancel your personal data, it may be kept in our databases for the periods established by law to comply with tax and accounting obligations, and will be deleted once the aforementioned legal or applicable deadlines have expired.

3. What is the legitimacy for processing your data?

The legal basis for processing your data is the execution of a contract, as well as compliance with a legal obligation of the person responsible.

The communication of offers and promotions that may be of interest to you is based on the legitimate interest of maintaining the commercial relationship between the parties.

4. To which recipients will your data be communicated?

Please be advised that your data may be communicated to the parent company of the *FINSA* Group of Companies, which is *FINANCIERA MADERERA, S.A.*, or to third parties that provide services related to the processing purposes for which the data was collected, and subject to your consent, when necessary.

Furthermore, your data will not be transferred to countries outside the European Union, except for reasons of providing technical services, such as when the servers of system providers or technological resources are hosted outside the European Union.

However, you may transfer your data to third parties if such transfer is required by law,

regulatory provision or court decision, or if such disclosure is necessary to guarantee
the protection and defense of your rights

Your personal data will not be transferred to any entity, except those required by public bodies due to legal obligation.

Processing of “Contacts and potential customers” data

1. What type of personal data do we process?

- Identification data: name, address, telephone, email address.

2. For what purpose do we process your personal data?

We process the personal data you provide to us on the contact form to manage data on commercial contacts and potential customers.

The purpose of advertising and commercial prospecting is also foreseen, for which the express consent of the interested party is requested.

The personal data provided will be kept as long as the commercial relationship is maintained. If you decide to cancel your personal data, it will be deleted from our contact database.

3. What is the legitimacy for processing your data?

The legal basis for processing your data is the express consent requested.

4. To which recipients will your data be communicated?

The data may be communicated to data controllers who carry out management tasks for sending communications, as well as managing social networks.

There are no international data transfers to countries outside the EU.

“Security” data processing

1. What type of personal data do we process?

- Identification data: name, ID, address, telephone, signature, image/voice.

2. For what purpose do we process your personal data?

We process personal data to ensure the security of company facilities by recording video images (video surveillance).

We also process data to manage access control.

Personal data will be kept for a maximum of the legal periods provided (one month).

3. What is the legitimacy for processing your data?

The legal basis for processing your data is the satisfaction of the legitimate interests pursued by the controller.

4. To which recipients will your data be communicated?

Your data may be communicated to *PROTECCION E INTEGRIDAD, S.A (PROINSA)*, the entity responsible for processing security data, as well as to companies installing and maintaining alarm and access control services.

Your personal data will not be transferred to any entity, except those necessary to the Security Forces and Bodies due to legal obligation.

There are also no international transfers of personal data planned.

What are your rights when you provide us with your data?

In accordance with applicable data protection legislation, you have a series of rights in relation to the processing of your personal data. The exercise of these rights will be free of charge for the user, except in cases where requests are made that are manifestly unfounded or excessive, especially because they are repetitive.

These rights are as follows:

- a) Right to information: You have the right to be informed in a concise, transparent, intelligible and easily accessible manner, in clear and simple language, about the use and processing of your personal data.
- b) Right of access: You have the right to ask us, at any time, to confirm whether we are processing your personal data, access to them and information about their processing and to obtain a copy of said data. The copy of your personal data that we provide to you will be free of charge, although requesting additional copies may be subject to a certain fee based on administrative costs. For our part, we may ask you to prove your identity or request further information that is necessary to process your request.
- c) Right to rectification: You have the right to request the rectification of inaccurate, outdated or incomplete personal data concerning you. You may also request the completion of incomplete personal data, including through an additional declaration.
- d) Right to deletion: You have the right to request the deletion of your personal data when, among other reasons, the data is no longer necessary for the purposes for which it was collected. However, this right is not absolute, so our organization may continue to keep them duly blocked in the cases provided for in applicable legislation.
- e) Right to limit processing: You have the right to request that we limit the processing of your personal data, which means that we may continue to store it, but not continue to process it if any of the following conditions are met:
 - o if the accuracy of the data is contested, for a period that allows the person responsible to verify their accuracy;
 - o if the processing is unlawful and the user opposes the deletion of the data and

requests, instead, the limitation of its use;

- if our entity no longer needs the data for processing purposes, but the user needs it to formulate, exercise or defend claims;
- if the user objects to the processing, while checking whether our entity's legitimate reasons prevail over yours.

f) Right to data portability: The user has the right to have their data transmitted to another data controller in a structured, commonly used and mechanically readable format. This right applies when the processing of your personal data is based on consent or the execution of a contract and this processing is carried out using automated means.

g) Right to object: This right allows you to object to the processing of your personal data, including the creation of profiles. We will not be able to comply with your rights when we process your data if we prove legitimate reasons for the processing or for the formulation, exercise or defence of claims.

h) Right not to be subject to automated decisions, including profiling: This right allows you not to be subject to a decision based exclusively on automated processing, including profiling, which produces - such decision - legal effects or which affects you in any way. similar way. Unless such decision is necessary for the conclusion or performance of a contract, is authorized by law or is based on consent.

i) Right to withdraw consent: If we have obtained your consent to process your personal data in relation to certain activities (for example, for the purpose of sending commercial communications), you may withdraw your consent at any time. In this way, we will no longer carry out that specific activity for which you had previously given your consent, unless there is another reason that justifies the continued processing of your data for these purposes, in which case we will notify you of this situation.

j) Right to lodge a complaint with a supervisory authority: You have the right to lodge a complaint with the Spanish Data Protection Agency (AEPD), C/ Jorge Juan, 6, 28001 Madrid, Spain + 34 901 100 099 - + 34 912 663 517 (www.agpd.es), or via email address: <https://sedeagpd.gob.es/sede-electronica-web/vistas/formQuejasSugerencias/seleccionarQuejaSugerencia.jsf>

You can exercise the rights indicated above by sending us a communication to the physical or email address indicated (privacidad@foresa.com), providing the data necessary to process your request.

Interested parties can obtain additional information about their rights on the Spanish Data Protection Agency website, www.agpd.es.