

Privacy policy

EURO-DIESEL respects the privacy of every individual whose personal information it handles. This Privacy Policy explains how EURO-DIESEL collects, stores and uses personal information.

Where used in this Policy, "EURO-DIESEL" means EURO-DIESEL S.A., or any of its subsidiaries or related companies. For the purposes of applicable legislation, including the EU General Data Protection Regulation, as amended or supplemented (the "**Data Protection Laws**"), the EURO-DIESEL company that you have dealings with is the controller of your personal information.

Personal information of business contacts

If you have had contact with EURO-DIESEL, e.g. through emailing us or meeting an EURO-DIESEL representative, we may store limited amounts of personal information relating to you, such as your name, job title, employer organisation and contact details. We will collect and store this personal information for the purposes of:

- maintaining a record of contacts;
- providing periodic business updates as described below; and
- inviting you to presentations and events and organising meetings between you and EURO-DIESEL's representatives.

The personal information we hold about business contacts may be shared with:

- companies who process personal information on EURO-DIESEL's behalf, such as providers of cloud hosting solutions; and
- professional advisors, such as accountants, lawyers or other consultants; and
- other companies in the EURO-DIESEL group.

In accordance with the Data Protection Laws, our legal basis for collecting and storing personal information about you is that such processing is necessary for our legitimate interests in running and promoting our business.

Personal information of suppliers and professional advisors

If you are a supplier to EURO-DIESEL, or one of its professional advisors, we will store limited amounts of personal information relating to you, including your name, job title, qualifications, employer organisation and contact details. We will store this personal information for the purposes of:

- administering and maintaining records of services or advice we have received, and commissioning further services.

The personal information we hold about suppliers and professional advisors may be shared with:

- companies who process personal information on EURO-DIESEL's behalf, such as providers of cloud hosting solutions;
- professional advisors, such as accountants, lawyers or other consultants; and
- other companies in the EURO-DIESEL group.

In accordance with the Data Protection Laws, our legal basis for storing personal information that you provide to us is that such storage is necessary for our legitimate interests in running and promoting our business.

Personal information of actual or potential job applicants

If you are applying for a job in one of the EURO-DIESEL companies, we may store personal information relating to you. This might include your CV, details of your previous employment history and professional activities, nationality information (including copies of identity documents, such as a passport), references provided by third parties, and results of other due diligence carried out. We collect and store this information for the purposes of:

- assessing your suitability for the vacant job, including by verifying your identity;
- complying with our regulatory and legal obligations, including assessing and managing risk;
- safeguarding our legal rights and interests;
- seeking and receiving advice from our professional advisors, including accountants, lawyers and other consultants; and

The personal information we hold about actual or potential employees may be shared with:

- companies who process personal information on EURO-DIESEL's behalf, such as providers of cloud hosting solutions and third party outsourced services providers;
- professional advisors, such as accountants, lawyers or other consultants; and
- other companies in the EURO-DIESEL group.

In accordance with the Data Protection Laws, our legal basis for collecting and storing personal information about you is that such processing is necessary for our legitimate interests in running our business.

Provision of information

WE will only process the personal information you provide to us for the purposes listed above.

Sensitive or special category personal data

Different rules apply to data concerning race, ethnic origin, political opinions or beliefs, religious or other similar beliefs, trade union membership, physical or mental health, sexual life and any offences committed and sentences or court proceedings relating to actual or potential offences – these are all called sensitive or special category personal data. Please do not send us sensitive personal data as generally we do not need it.

International transfers of personal information

EURO-DIESEL has operations throughout the world. As such, the personal information that we hold may be transferred to, and stored at, a country outside of your country of residence, including countries outside of the European Economic Area (EEA), such as the U.S.. Where we transfer personal information to EURO-DIESEL companies or other third parties outside of the EEA, we will ensure that those transfers take place in accordance with the Data Protection Laws, including by entering into data transfer agreements with recipients.

Cookies

Cookies are small text files that are placed on your computer by websites that you visit. They are widely used in order to make websites work, or work more efficiently, as well as to provide information to the owners of the site.

Most web browsers allow some control of most cookies through the browser settings. To find out more about cookies, including how to see what cookies have been set and how to manage and delete them, visit www.allaboutcookies.org

We use mere technical cookies to guarantee the smooth operation of our website which are usually deleted the same day and for which we do not need your acceptance. Besides this kind of cookies we also use tracking cookies allowing us to analyse the use of our website, to collect statistical informa-

tion about the use and to individualize the visits of our website. To opt out of being tracked by Google Analytics across all websites visit <http://tools.google.com/dlpage/gaoptout>

By using our website without adjusting your web browser to block them, **you are consenting to these types of cookies being stored on your device.**

Most web browsers allow some control of most cookies through the browser settings. To find out more about cookies, including how to see what cookies have been set and how to manage and delete them, visit www.allaboutcookies.org

By using our website without adjusting your web browser to block them, **you are consenting to these types of cookies being stored on your device.**

Periodic business updates

We may use personal information that we hold to send you periodic updates about EURO-DIESEL's business, activities and opportunities, in particular, by email and post.

You can opt out of receiving updates at any time by contacting us at data_privacy@euro-diesel, or by clicking the "Unsubscribe" link in any email that you receive.

Retention of personal information

The period for which EURO-DIESEL will retain personal information will vary depending on the purposes that it was collected for, as well as the requirements of any applicable law or regulation. For example, if you provide us with your information in connection with a potential job position with one of the EURO-DIESEL companies, we may keep your information for up to five (5) months from the end of the application process.

Your rights

Individuals whose personal information we hold may be entitled to access their personal information, or to request that it is erased, that its processing is restricted, or that any inaccurate personal information is rectified. You may also have the right to object to the processing of your personal information, or in some circumstances to obtain a copy of the personal information in machine readable format. Any such request should be submitted in writing to the HR Director at EURO-DIESEL S.A. (HR@euro-diesel.com). Individuals also have the right to complain about the use of their personal data to the Supervisory Authority, which is

in Belgium:

Commission de la protection de la vie privée, Drukpersstraat 35, 1000 Brussels, T +32 (0)2 274 48 78, F +32 (0)2 274 48 35; commission@privacycommission.be; www.privacycommission.be)

in France :

Commission Nationale de l'Informatique et des Libertés (CNIL), 3 place de Fontenoy, TSA 80175 75334 Paris Cedex 07, T +33 (0)1 53 73 22 22, F +33 (0)1 53 73 22 00 ; www.cnil.fr/en/home

In Germany for the EURO-DIESEL subsidiary in Willich:

Der Landesbeauftragte für den Datenschutz Nordrhein-Westfalen, Kavalleriestr. 2-4, 40213 Düsseldorf, T +49 (0)211 384240, www.lidi.nrw.de/

and in the UK:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF (T + 44 (0)303 123 1113 or +44 1625 545745 if calling from overseas; F + 44 (0)1625 524510;
<https://www.ico.org.uk>)

Accuracy and security

Euro-DIESEL will take all reasonable steps to keep your personal information accurate and, where necessary, up to date. If you believe that any of the information that EURO-DIESEL holds about you is incorrect please notify EURO-DIESEL (see "EURO-DIESEL Data Privacy Contacts" below).

EURO-DIESEL will take all reasonable steps to protect the confidentiality and security of your personal information, but cannot guarantee the security of any data you disclose online. You accept the inherent security risks of providing information online over the Internet and will not hold EURO-DIESEL responsible for any breach of security unless this is due to EURO-DIESEL's negligence or wilful default.

EURO-DIESEL's websites may contain hypertext links to external websites. EURO-DIESEL is not responsible for and accepts no liability in relation to these websites or their contents. You should read any applicable privacy policy on any such website.

EURO-DIESEL Data Privacy Contacts

For all enquires please email (data_privacy@euro-diesel.com).

Changes to EURO-DIESEL's Privacy Policy

Any changes to this Privacy Policy will be posted here, so please check EURO-DIESEL's Privacy Policy on a regular basis when you visit any EURO-DIESEL website.

Grâce-Hollogne, May 22, 2018

EURO-DIESEL S.A.
Board of Directors