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Privacy Statement

REMA TIP TOP Holding Benelux B.V. and its subsidiaries (hereinafter: 'REMA TIP TOP', 'we', 'us', 'our') process personal data in the role of data controller as defined in the General Data Protection Regulation (hereinafter: 'GDPR'). This privacy statement was last modified on January 16, 2024.

2. GENERAL

For all companies within REMA TIP TOP, the protection of personal data is of great importance. We respect your privacy and ensure that personal data is always treated confidentially and in accordance with applicable privacy laws.

Personal data includes all information that can identify or make an individual identifiable. The personal data we may process (from receiving and storing to modifying, forwarding, and deleting) includes:

- basic information such as your first and last name, title, gender, the company you work for or your position.
- contact details such as postal address, (mobile) phone number or e-mail address.
- additional personal data such as proof of identity, date of birth, nationality and marital status.
- financial information, such as your bank account number.
- technical data, such as your IP address, the device you use to visit our website and the pages you view.
- personal data you provide when you apply for a job with us, such as education and career information.
- any other personal data we receive from or about you or that we may obtain ourselves and that we use for purposes mentioned below.

In most cases we obtain your personal data directly from you, for example when you visit our website, fill out a form on our website, apply for a job with us, give us your business card, or from information we receive during (phone) conversations and e-mail contact with you. Additionally, we may obtain your personal data through other means, such as (public) registers (such as the Chamber of Commerce Trade Register) or from public sources and websites.



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3. PURPOSES

We process personal data for the following purposes:

- to maintain and expand our customer base, we may contact you with information, publications or invitations relevant to you. This is also what we do to maintain the relationships with our partners, suppliers and other relations.
- to monitor and improve the content and use of our website, we collect and analyze visitors' browsing behavior on our website.
- in order to process your application or registration for one of our recruitment activities, we request your personal data. The data you share with us via e-mail, LinkedIn, application and contact form on www.werkenbijrematip.top and in (phone) conversations, we will retain until a maximum of four weeks after the end of the application process. If we wish to contact you again for a job opening in the future, we will seek permission to store your personal data for a maximum of one year.
- in order to comply with legal obligations, such as record-keeping and administration requirements. This also includes handling disputes and carrying out audits.
- to fulfill orders and assignments based on the execution of a contract.

4. LEGAL BASIS FOR PROCESSING

The legal basis for processing is primarily based on:

- the execution of a contract.
- the compliance with legal obligations.
- legitimate interests.
- your consent.

5. SHARING OF PERSONAL DATA

Within REMA TIP TOP, data may be exchanged for the aforementioned purposes. Exchange within REMA TIP TOP mainly occur for marketing purposes, internal management activities (including internal analyses) and for debt collection. Naturally, no more data is exchanged than reasonably necessary. The parent company for the Rema group companies is the German REMA Tip Top AG. Data is also exchanged with the parent company. This is done primarily on an aggregated level (i.e., no personal data). However, it is conceivable that personal data may also be exchanged with the parent company. In such cases, the parent company processes this data in accordance with its own privacy policy.

In various cases, we may share personal data with third parties, including:

- to comply with a legal obligation, such as reporting to a regulatory authority or filing tax returns.
- to external suppliers we engage for the processing of personal data, such as our IT suppliers or a translation agency.
- to external parties involved in the organization or hosting of events.



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Third parties to whom we provide your personal data are themselves responsible for processing that data and for compliance with the GDPR. If a third party processes your personal data as a processor on behalf of REMA TIP TOP, we enter into a data processing agreement that meets the requirements of the GDPR. If necessary, written agreements are also made with non-processors, such as privacy covenants.

If one of our external suppliers processes personal data outside the European Economic Area, our written agreement with them will include appropriate measures, usually standard contractual clauses.

6. DATA RETENTION PERIOD

We do not retain your personal data longer than necessary for the purpose for which we collected and recorded it.

7. SECURITY

REMA TIP TOP will take appropriate technical and organizational measures to secure personal data against loss or any form of unlawful processing. Various measures have been taken in this regard, including data encryption and encrypted communication. The measures taken are periodically reviewed.

9. RIGHTS

You have the right to access the personal data we process about you. You have the right to have your personal data corrected or deleted if the data is not (anymore) correct, or if the processing is no longer justified. Under certain circumstances, you can also restrict the processing, request the transfer of your data or object to the processing. We will assess whether we can comply with your request under the law.

The Compliance Officer may consider the request or any complaint and can be reached via email: complianceofficer@rttbenelux.nl. We will respond within 30 days of receiving your request. This may take longer due to the complexity of the request but no longer than three months.

It is possible that we cannot fulfill the request, for example, due to the rights and freedoms of third parties. If we cannot (or cannot fully) fulfill a specific request, we will communicate this to you with justification. You also have the right to lodge a complaint with the supervisory authority (the Dutch Data Protection Authority).



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10. CONTACT

If you want to know more, have questions or complaints about our processing of your personal data, please contact us (in writing) via: complianceofficer@rttbenelux.nl or REMA TIP TOP Holding Benelux B.V., Attn: Compliance Officer, PO Box 5312, 6802 EH Arnhem.

As we may update this statement from time to time, we recommend that you check this page regularly so that you stay informed of any changes. If we make significant changes to our privacy statement, we will also publish this through a clear message on our website. If we want to use your data for a different processing purpose, we will actively inform you.