

## GDPR policy

We are a company engaged in the manufacturing of silicone products for the medicinal, pharmaceutical, engineering, and automotive industries. We manufacture molds and machines for personal use.

We therefore process various types of personal information. This includes information about employees, business partners or other persons. We adhere to

- 1/ EU Regulation No. 2016/679 dated 27 April 2016, General Data Protection Regulation (GDPR).**
- 2/ Act No. 110/2019 Coll. on the processing of personal data**
- 3/ Act No. 111/2019 Coll. amending certain laws in connection with the adoption of the General Data Protection Regulation Act**

Our goal is to provide our employees, business partners and other entities with the secure use of their personal data and prevent its misuse. That is why we're introducing GDPR not only as a mandatory statutory regulation, but also as a guide to meeting this stated goal. We have adopted and adhere to the following vision:

**SILROC CZ, Inc. is a guarantee of personal data security for our employees and all of our partners.**

We will ensure this vision by focusing on the following measures:

- 1. Personal data security management system.** We implement the GDPR as a coherent system with interlinked management documents (policy, guidelines, decisions, manuals) and records.
- 2. Employees.** We only keep records about staffing and payroll on our employees. Employees know what information we collect and, if necessary, give their consent.
- 3. Business partners and other persons.** We collect only the necessary records for the relevant activity (buying, selling, consulting, monitoring, etc.) for specific persons of business partners and other persons (consultants, government officials, government employees, etc.). Partners are advised that we comply with the GDPR rules and we request the same from them.
- 4. Another subject of the GDPR concerns the CCTV system,** where we take full care of the protection of personal data in the sense of GDPR.
- 5. Software products that store personal data.** We evaluate both the software we use and new software products from a personal data record point of view. We require GDPR support from these vendors, including features to fulfil the subjects' rights (data deletion, data anonymisation, etc.).

This GDPR policy is a commitment of company management to comply with the privacy policy. GDPR policy is the basis for setting partial goals. Company employees are repeatedly familiarized with the GDPR Policy, as they are responsible for its performance.

This GDPR Policy is implemented indefinitely. It can be reviewed at any time, but at least once a year, for its timeliness and efficiency.

This GDPR policy was implemented into the "Integrated Quality and Environment Policy".

In Tanvald on February 17, 2020

Petra Hásková, GDPR Guarantor

Fabio Nanni, General Manager