

PERSONAL DATA PROTECTION POLICY

Behn Meyer Chemicals (T) Co., Ltd.

Behn Meyer Chemicals (T) Co., Ltd. and its group of affiliate companies: Behn Meyer & Co. (T) Limited and Behn Meyer AgriCare (Thailand) Co., Ltd., which operates the Chemicals and Agriculture Trading business, respects your right to privacy and realizes the importance of Personal Data Protection in connection with or conducting transactions with the company and/or group of affiliate companies. Thus the company has established a Personal Data Protection Policy and Personal Data Management Guidelines to build confidence and security for owners of personal information. The company has established a policy for the collecting, using and disclosing of personal data in accordance with the Personal Data Protection Act, B.E. 2019. All personal information collected by the company is considered the company's property. Anyone who violates this policy shall be punished appropriately according to the severity of the offense.

DEFINITION

"Affiliate Companies" means Behn Meyer & Co. (T) Limited. and Behn Meyer AgriCare (Thailand) Co., Ltd.

"Behn Meyer Thailand Group" means Behn Meyer Chemicals (T) Co., Ltd., Behn Meyer & Co. (T) Limited and Behn Meyer AgriCare (Thailand) Co., Ltd.

"Personal Data" means employee information, customer and vendor information, supplier and service provider information, debtor and creditor information, contractor and subcontractor information, and third party contactor information, but excluding information of deceased persons.

"Sensitive data" means Personal Data pertaining to racial profile, political opinion, cult, religious or philosophical beliefs, sexual behaviour, criminal records, health data, disability status, trade union information, genetic data, biometrics data, or any other information required by law that may be collected, used and disclosed as required by the law. The Company and its affiliated companies shall obtain the consent of the Personal Data Subject directly and explicitly.

"Data Controller" means Behn Meyer Chemicals (T) Co., Ltd., Behn Meyer & Co. (T) Limited and Behn Meyer AgriCare (Thailand) Co., Ltd. the juristic person.

"Data Processor" means contractors and subcontractors. These include payroll processing companies, security companies, debt collection and litigation companies, shipping companies and shippers which are used in processing activities.

"Processing Activities" means the collection, use or disclosure of Personal Data or a set of Personal Data made available for a purpose.

"Personal Data Protection Officer" means a person appointed by the group for the protection of Personal Data as defined in Section 42 of the Personal Data Protection Act B.E. 2562.

"Data Subject" means employees, customers, vendors, suppliers, service providers, debtors, creditors, contractors, subcontractors and third parties whose data is in the company's possession.

Personal Data Protection Policy

Behn Meyer Chemicals (T) Co., Ltd. its group of affiliated companies have established a Personal Data Protection Policy as a framework for the treatment of Personal Data under their responsibility as follows:

Limited Collection of Personal Data

Behn Meyer Thailand Group will collect Personal Data on the basis of the Data Subject's consent, with the utmost consideration of the Personal Data Subject's independence in making informed consent decisions, except where the law authorises or waives the requirement for consent for its collection.

Before collecting Personal Data, the Data Controller shall inform the Data Subject regarding the right of the Data Subject, including when the data is required for the performance of a contract or the law.

The Purpose of Personal Data

Behn Meyer Thailand Group will collect Personal Data from the Data Subject for the purposes of its operations, to achieve the mission of the organisation and as required by law. Such objectives shall be justified legally and in accordance with the mission of the Behn Meyer Thailand Group.

Quality of Personal Data

Behn Meyer Thailand Group will collect Personal Data directly from the Data Subject. In the event that it is necessary to collect it from another source, Behn Meyer Thailand Group will notify and obtain consent from the Data Subject within thirty days (30 days) of its collection.

The Personal Data collected shall be processed to ensure that it is updated, complete and not misleading. The Data Subject may request to update and/or correct their Personal Data.

Behn Meyer Thailand Group does not collect, use or disclose sensitive data unless absolutely necessary, in which case the company shall seek the Data Subject's consent and keep such sensitive data separate from the general data.

Use or Disclosure of Personal Data

Behn Meyer Thailand Group shall use or disclose the Personal Data collected under consent for the purposes notified to the Data Subject unless otherwise required by law.

In the event that it is necessary to provide Personal Data to a third party, Behn Meyer Thailand Group shall determine the reason and its necessity by clearly stating the purpose of use in a document.

In the event of that it is necessary to send Personal Data overseas, Behn Meyer Thailand Group shall notify and obtain consent from the Data Subject prior to the transmission of that Personal Data.

The Participation of the Owner of the Personal Data

The Data Subjects whose Personal Data have been collected by the Behn Meyer Thailand Group, shall have the rights to their Personal Data as stipulated by law, including: the right to withdraw consent, the right to access Personal Data and request a copy, right to transfer Personal Data, right to reject the collection, use or disclosure of Personal Data, right to erasure or destruction of Personal Data, right to request to stop using Personal Data, and the right to correct Personal Data.

Measures to Secure Personal Data

Behn Meyer Thailand Group has established measures to maintain the security of Personal Data in the form of regulations to manage measures to prevent the unlawful loss, access, use, conversion, modification and/or disclosure of Personal Data. Such measures shall be reviewed when necessary, when technology changes or when it is deemed that there are insufficient standards for the effectiveness of proper data security.

Disclosure of Operations with Respect to Personal Data

Behn Meyer Thailand Group will not disclose the Personal Data of the Data Subject to anyone without consent and any Personal Data will be only be disclosed for the stated purpose. The company shall establish a methodology and operational measures to guide the company's Personal Data management systematically. Where necessary, Behn Meyer Thailand Group may disclose Personal Data under the rules prescribed by law and/or the Personal Data Subject's consent.

Information about the Data Controller and Policy Review

If you have any problems or questions, you may contact the Data Controller covering:

Behn Meyer Chemicals (T) Co., Ltd.
Behn Meyer & Co. (T) Limited.
Behn Meyer AgriCare (Thailand) Co., Ltd.

Contact location:
70/1 Liap Khlong Mon Road,
Tubyao Sub-district, Ladkrabang District,
Bangkok 10520

If you have any questions about the Protection of Personal Data, please contact 0-2327-9820 or e-mail: data.privacy@behnmeyer.co.th