

Whistleblowing Privacy Notice

This notice describes how and for what purposes DeLaval Holding AB and each entity directly or indirectly controlled by DeLaval Holding AB (the “DeLaval Group”) and Tetra Laval International SA collect, use and otherwise process personal data in connection with a whistleblowing report.

In relation to a whistleblowing report DeLaval International AB, Gustaf de Lavals Väg 15, 147 41 Tumba, Sweden, dataprivacy@delaval.com, Tetra Laval International SA, Avenue Général Guisan 70, 1009 Pully, Switzerland, and, as the case may be, an involved DeLaval Group entity, will be joint data controllers. Details of each entity in the DeLaval Group is available at <http://www.delaval.com/legal>.

In connection with a whistleblowing report, DeLaval will process the personal data that is included in the report and any supplementary data that may be collected to evaluate the report or to be able to carry out an investigation of the reported wrongdoings or to report the wrongdoings to the relevant authorities.

The personal data collected in connection with the whistleblowing report will be used and disclosed only as follows:

- (a) The data will be disclosed to the members of the DeLaval Corporate Governance Council and to the internal audit function at Tetra Laval International SA and used to evaluate the reported wrongdoings.
- (b) If after the initial assessment it is decided to initiate an internal investigation of the reported wrongdoings, the data will also be used for such investigation and disclosed to the individuals that need access to the data in order to carry out the investigation.
- (c) The legal basis for the processing of personal data provided in the report will be to comply with a legal obligation of DeLaval (GDPR Art 6.1.c) or for the purpose of legitimate interest of DeLaval or third party (GDPR Art 6.1.f).
- (d) DeLaval use a secure database operated by external party (Convercent Inc) in which whistleblowing reports and personal data are stored (data processor).
- (e) Individuals mentioned in the whistleblowing report may be located in or outside of the European Union. If personal data have to be transferred outside the European Union or to countries providing a different level of protection, the transfer is protected by appropriate safeguards e.g. intra company agreements and/or standard contractual clauses adopted by the European Commission.
- (f) If the DeLaval Corporate Governance Council decides to suggest employment law measures against the individual(s) that committed the reported wrongdoings, the data may be used for such employment law measures and disclosed to the individuals that need access to the data in order to carry out those measures.
- (g) If the DeLaval Corporate Governance Council decides to report the reported wrongdoings to any authority, the data may be disclosed to such authority.
- (h) The data may be used and disclosed as required by applicable law.
- (i) Personal data is kept for a reasonable amount of time after the conclusion of the case, unless the investigation leads to disciplinary or legal proceedings, in which personal data may need to be retained until the conclusion of those proceedings and the period permitted under applicable law(s).
- (j) In accordance with applicable laws, DeLaval will notify any person subject to a whistleblowing report as to their status. Depending on the circumstances, informing the person against whom an allegation has been made at an early stage may be detrimental to the case. In such event, provision of specific information might need to be deferred. Deferral of information is decided on a case-by-case basis.

YOUR RIGHTS

Subject to restrictions under applicable law, you have the right to request information about DeLaval's processing of your personal data, to access such personal data (in a structured, commonly used and machine-readable format, with the right to forward such data) and to request DeLaval to correct, complete, update, lock or delete any such personal data that is inaccurate, incomplete, confusing, outdated or unlawful. You also have the right to object, on legitimate grounds, to processing of data relating to you (in particular if entitled to do so under applicable data protection legislation) and to withdraw, with prospective effect only, any consent given by you regarding processing of such data. If you consider that the processing of personal data relating to you infringes applicable law, you may also lodge a complaint with the relevant supervisory authority (DeLaval International's supervisory authority is the Swedish Authority for Privacy Protection (IMY)).

If you have question about this notice or want to exercise your rights, please contact DeLaval Data Controller by e-mail to dataprivacy@delaval.com.