

OUR PRIVACY NOTICE AND YOU

Privacy matters.

We know that data privacy is a top issue today, and we want you to enjoy your interaction with us whilst knowing that we value your personal data and that we protect it.

Here you will find an overview of who is processing your data, what personal data is processed and the purposes for which we process it. You'll also see what your rights are and how you can contact us.

Updates to this privacy notice

This privacy notice may be amended from time to time as necessary. We encourage you to regularly review it to make sure you are up-to-date with how Fonds de Pension Nestlé is using your personal data.

WHAT YOU NEED TO KNOW

Who is processing your personal data?

Fonds de Pension Nestlé acts as the "controller" for your personal data that are processed under, or in connection with, this privacy notice. If you have any questions or comments regarding this privacy notice, please contact us by:

- phone at +41 21 924 64 00
- email at fonds-de-pensions@nestle.com
- mail at Fonds de Pension Nestlé, Av. Nestlé 55, 1800 Vevey

What data do we collect?

To perform our activities, we will process the following categories of data:

- Identification data, including surname, first name, sex, date of birth, marital status, AVS number, nationality, data of spouse or designated partner (surname, first name, date of birth), data of children (surnames, first names, dates of birth);
- Income related data; including insured salary, employer identity, employee number, first date of affiliation to the Swiss pension scheme, benefits, bank details (for pension beneficiaries);
- Contact data; including postal address, email address, telephone number, language of correspondence.

Why do we process your personal data?

We process your personal data which are required to comply with the Swiss mandatory occupational pension scheme requirements, to communicate with you and to answer your queries.

Who can access your personal data and why?

In order to perform our activities, our employees will have access to your personal data. While we limit the disclosure of your personal data to others, we are also authorized to disclose your personal data to authorities or persons to the extent required or permitted by law.

Transfer of your personal data

When you become a pension beneficiary, we will share part of your personal data with Nestlé for them to be able to contact you and provide you with the following:

- To ensure your continued access to their premises and restaurants;
- To invite you and/or your family to events organized by them (for example: open days, jubilee celebrations);
- To maintain contact with you and your family during significant life events (for example: milestone birthdays);
- To send you their annual Christmas gifts and chocolate boxes;
- For Nestlé communications, such as Newsletters, or the Nestlé Gazette;
- To communicate your updated contact information to Nestlé-related associations in Switzerland, such as the Association Sports & Loisirs Nestlé or the Associations des Retraités Nestlé (If you are a member of those associations).

The categories of personal data transferred for that purpose are:

- Identification data (name, surnames, date of birth and AVS number)
- Contact data (postal address, email address, telephone number)

Should you not want us to transfer your personal data to Nestlé for the purposes mentioned above, please let us know.

We do not process your personal data outside of Switzerland.

What are your rights over your personal data?

If you share personal data with us, you have a right to request access (i.e. to ask us what data we have about you and obtain a copy) and ask for changes to be made. This can be done by contacting us.

You can make a complaint if you are concerned about a possible interference with your privacy or misuse of your personal data by us. You can contact us to make a complaint. We hope we can satisfy queries you may have about the way we process your personal data.

However, if you have unresolved concerns you also have the right to complain to competent data protection authorities.

Data security and retention

We use a variety of measures to keep your personal data confidential and secure, including restricting access to your personal data on a need-to-know basis and following appropriate security standards to protect your data.

We take every reasonable step to ensure that your personal data is only processed for the minimum period necessary in connection with: (i) the purposes set out in this privacy notice; (ii) any additional purposes notified to you at or before the time of collection of the relevant personal data or commencement of the relevant processing; or (iii) as required or permitted by applicable law; and thereafter, for the duration of any applicable limitation period. In short, once your personal data is no longer required, we will destroy or delete it in a secure manner.