

JAPAN NUTRITION CO., LTD
GDPR PRIVACY POLICY

Japan Nutrition Co., Ltd. respects the privacy and rights of all individuals and takes very seriously its responsibilities under the data protection and privacy laws which apply to our business.

This GDPR privacy policy explains how and why we use information which relates to an identifiable individual in the European Economic Area (*Personal Data*), and what we do to ensure that your Personal Data is kept safe and secure in accordance with the General Data Protection Regulation and any other applicable data protection and privacy laws (*Data Protection Laws*).

This policy explains:

1. Who we are and how to contact us
2. How we collect and process Personal Data:
 - A. Business, professional and other contacts
 - B. Recruitment
 - C. CCTV
3. Website visitors
4. Recipients of Personal Data
5. How long we store Personal Data for
6. How we keep Personal Data safe
7. International transfers
8. Your rights as a data subject
9. Updates to this policy

1. WHO WE ARE AND HOW TO CONTACT US

We are Japan Nutrition Co., Ltd. (the *Company, we, our, or us*), a corporation having our main place of business at 1-1, Minami-Aoyama 1-chome, Minato-ku, Tokyo 107-0062, Japan. You can contact us by writing to us at our office address, telephoning us on +81-3-5771-7891 or emailing to kanri2@jnc.co.jp.

For the purposes of Data Protection Laws, we are a controller in relation to much of the Personal Data we collect and process. This means that we are responsible for deciding how and why we use Personal Data, and for keeping it safe.

2. HOW WE COLLECT AND PROCESS PERSONAL DATA

A. BUSINESS, PROFESSIONAL AND OTHER CONTACTS

How we collect Personal Data

We collect and process Personal Data relating to individual business and professional contacts and other people we engage with in the course of our business, such as the employees of our corporate customers. Usually this information is:

- provided by the individuals themselves;
- collected in the process of providing goods and services to our corporate customers (such as through correspondence and exchanging business cards);
- provided to us by third parties (such as other businesses we work with); or
- obtained from external sources.

The types of Personal Data we collect

The types of Personal Data we hold about these individuals typically consists of some or all of the following:

- contact information (such as name, address, telephone and email address);
- bank details (provided by a supplier and processed when we receive or make a payment).

There may of course be situations where we may process other types of Personal Data in the course of providing goods and services to our corporate customers, receiving goods and services from our suppliers and promoting our business. If we do, then it will be protected to the same high standards explained in this policy.

Why we need to use Personal Data

Depending on the circumstances, and the nature of our relationship with the people involved, we may use your Personal Data to:

- fulfil our contractual obligations or exercise contractual rights (such as paying our suppliers);
- communicate with other organizations, advisers or intermediaries; or
- send business related communications (usually by email);
- comply with our legal obligations;
- pursue our legitimate interests in operating and promoting the success of our business, or to pursue the interests of our corporate customers in providing our goods and services.

B. RECRUITMENT

We collect, store and use Personal Data about individuals who apply to join us. This may include information:

- you provide to us (such as in CVs, application forms, and through correspondence);
- you provide during an interview;
- obtained from previous employers and referees;
- provided to us by recruitment agencies; and
- received as a result of our carrying out background checks (such as checks for criminal convictions with the Disclosure and Barring Service).

The information we collect might include sensitive Personal Data, such as information about your health and sickness records. If we need to process sensitive Personal Data, then we will ask for your explicit consent before doing so.

If you apply for a position with us, we may carry out a check for criminal convictions in order to satisfy ourselves that there is nothing in your history which makes you unsuitable for the role. We do this because working with us involves a high degree of trust (as you will have access to confidential information).

We only carry out criminal records checks and ask for references at the last stage of the application process, when

making an offer of employment, and always act in accordance with the specific requirements of Data Protection Laws and other applicable national laws.

How we use applicant information

We use the Personal Data we collect about you to:

- assess your skills, qualifications, and suitability for a role;
- carry out background and reference checks;
- communicate with you about your application;
- keep records related to our hiring process; and
- comply with legal or regulatory requirements.

We do all of this because either it is a necessary part of entering into a contract of employment with you or because we have a legitimate interest in ensuring that you are suitable for a particular role.

If you fail to provide Personal Data when requested, which is necessary for us to consider your application (such as evidence of qualifications or work history), we will not be able to process your application successfully.

Retention of applicant information

We retain Personal Data for a certain period of time so that we can demonstrate, in the event of a legal claim, that we have not discriminated against an applicant and that the recruitment process was fair and transparent. We will securely destroy an applicant's Personal Data if it becomes unnecessary for the said purpose. If we wish to retain Personal Data on file, in case future opportunities arise, we will contact the applicant and ask for his or her consent to do so.

If you are successful, the Personal Data you provided in the application process will be stored as part of your personnel file.

C. CCTV

We operate a CCTV Security System on our premises for security purposes, to detect and prevent crime and protect the safety of our workers and visitors. We do not use it for any other purpose.

This means that we collect and store (for a limited period) images of visitors to our premises using our CCTV system and may have to use them in the event of a security incident. If you have any questions, please ask us.

3. WEBSITE VISITORS

We do not normally collect Personal Data about visitors to our website unless they choose to provide such information when they contact us.

We collect anonymous information about visitors to our website in order to optimize and improve the website. This might include IP addresses, browser or device details and the connection type (for example, the Internet service provider used). However, none of this information will by itself directly identify any particular user.

Hyperlinks to other sites

Our website may include links to third-party websites or to other software applications or plug-ins. We are not responsible for the content or functionality of any of those external websites. If an external website requests personal information from you, the information you provide will not be covered by this policy. We suggest you read the privacy policy of any website before providing any personal information.

4. RECIPIENTS OF PERSONAL DATA

Personal Data you provide to us will be kept private and confidential, and we will not disclose or share it with other data controllers without your permission. The only exception to this is where we are legally required to disclose Personal Data. For example, to comply with a court order. We may also be required to share personal information with regulatory authorities in the event of an audit or investigation.

We share Personal Data with some of the third parties who provide services to our firm. This includes software and cloud service providers and IT support services. However, these third parties will only process Personal Data (which may include your information) on our behalf for specified purposes and in accordance with our strict instructions.

We only use third party service providers who have provided sufficient guarantees, as required by Data Protection Laws, that your Personal Data will be kept safe.

5. HOW LONG WE STORE PERSONAL DATA FOR

We only retain Personal Data for as long as is necessary for the specific purpose(s) it was collected for (or for related compatible purposes such as complying with applicable legal, accounting, or record-keeping requirements).

To determine the appropriate retention period for Personal Data, we consider the amount, nature, and sensitivity of the Personal Data, the potential risk of harm from its unauthorized use or disclosure, the purposes for which we process your Personal Data and whether we can achieve those purposes through other means, and the applicable legal requirements.

6. HOW WE KEEP PERSONAL DATA SAFE

We have put in place appropriate security measures to prevent your Personal Data from being accidentally lost, used or accessed in an unauthorized way, damaged or destroyed, altered or disclosed. This includes both physical security measures (such as keeping paper files in secure, access-controlled premises) and electronic security technology (such as digital back-ups and sophisticated anti-virus protection).

We limit access to your Personal Data to those employees, agents, contractors and other third parties who have a business need to know. They will only process your Personal Data on our instructions and they are subject to legal and contractual confidentiality obligations.

We have put in place reporting procedures to deal with any suspected Personal Data breach and will notify you and any applicable supervisory authority of a breach when we are legally required to do so.

7. INTERNATIONAL TRANSFERS

We normally only store Personal Data within Japan. However, some of the technology and support services we use are provided by international organizations and/or companies which are based outside Japan. Before using such service providers, we take steps to make sure that any Personal Data they process is adequately protected and transferred in accordance with Data Protection Laws, usually by one or more of the following methods:

- ensuring the recipient is in the European Economic Area or a country which the EU Commission has deemed provides adequate protection for Personal Data;
- implementing appropriate safeguards such as requiring the recipient to enter into Standard Contractual Clauses approved by the appropriate data protection supervisory authorities; or
- (if the recipient is based in the USA) transferring Personal Data to recipients who are certified under the EU-US Privacy Shield scheme.

8. YOUR RIGHTS AS A DATA SUBJECT

Data Protection Laws provide you with certain rights in relation to your Personal Data. These are as follows:

- **The right to access your Personal Data.** This enables you to receive a copy of the Personal Data we hold about you.
- **The right to request correction or completion of Personal Data.** This enables you to have any incomplete or inaccurate information we hold about you corrected.
- **The right to request erasure of your Personal Data.** This enables you to ask us to delete or remove Personal Data (though this may not apply where we have a good, lawful reason to continue using the information in question). You also have the right to ask us to delete or remove your Personal Data where you have exercised your right to object to processing (see below).
- **The right to object to processing of your Personal Data.** You can object to us processing Personal Data for legitimate interest purposes or for direct marketing.
- **The right to restrict how your Personal Data is used.** You can limit how we use your information (primarily to storage or for use in legal claims).
- **The right to have a portable copy or transfer your Personal Data.** We will provide you, or (where technically feasible) a third party, with a copy of your Personal Data in a structured, commonly used, machine-readable format. Note this only applies to automated information we process on the basis of your consent or in order to perform a contract.
- **The right to withdraw consent.** If we are relying on consent to process your Personal Data you have the right to withdraw that consent at any time.

Responding

We try to respond to all Personal Data requests within one month. Occasionally it may take us longer than a month if your request is particularly complex or you have made a number of requests. Please also bear in mind that there are exceptions to the rights above and some situations where they do not apply.

We may need to request additional information from you to help us confirm your identity. This is a security measure to ensure that Personal Data is not disclosed to any person who has no right to receive it. We may also contact you to ask you to clarify your request.

Fees for making a request

You will not normally have to pay a fee to access your Personal Data (or to exercise any of your other rights). However, we may charge a reasonable fee if your request is unfounded, repetitive or excessive. Alternatively, we may refuse to comply with your request in these circumstances.

How to make a request

If you want to exercise any of the rights described above, please email to kanri2@jnc.co.jp or write to Business Control Unit No.2, Japan Nutrition Co., Ltd., 1-1, Minami-Aoyama 1-chome, Minato-ku, Tokyo 107-0062, Japan.

Your right to complain to a supervisory authority

You have the right to complain to a data protection supervisory authority if you are not satisfied with our response to a data protection request or if you think your Personal Data has been mishandled.

9. UPDATES TO THIS POLICY

We will update this policy from time to time. The current version will always be posted on our website. This policy was last updated on 1 April 2024.

[END]