

DATA PROTECTION POLICY

Policy brief and purpose

Our **Company Data Protection Policy** refers to our commitment to treat information of employees, customers, suppliers, stakeholders and other interested parties with the utmost care and confidentiality.

With this policy, we ensure that we gather, store and handle data fairly, transparently and with respect towards individual rights.

Scope

This policy refers to all parties [employees, job candidates, customers, suppliers etc] who provide any amount of information to us.

Who is covered under the Data Protection Policy?

Employees of Lyndhurst Precision Engineering Limited must follow this policy. Contractors, partners, consultants and any other external entities are also covered. Generally, our policy refers to anyone we collaborate with or acts on our behalf and may need occasional access to data. This Policy will be communicated to all the relevant parties via toolbox talk or other forms of communication.

Policy Elements

As part of our operations, we need to obtain and process information. This information includes any offline or online data that makes a person identifiable such as names, addresses, usernames and password, digital footprints, photographs, social security numbers, financial data etc.

Lyndhurst Precision Engineering Limited collects this information in a transparent way and only with the full cooperation and knowledge of interested parties. Once this information is available to us, the following rules apply.

Our data will be:

- Accurate and kept up to date.
- Collected fairly and for lawful purposes only.
- Processed by Lyndhurst Precision Engineering Limited within its moral and legal boundaries.
- Protected against any unauthorised or illegal access by internal or external parties.

Our data will not be:

- Communicated informally.
- Stored for more than a specified amount of time as set down in the Data Retention Policy.
- Transferred to organisations or countries that do not have adequate data protection policies.
- Distributed to any party other than the ones agreed upon by the data's owner [exempting legitimate request from law enforcement agencies].

In addition to ways of handling the data the company has direct obligations towards people to whom the data belongs. Specifically, we must:

- Let people know which of their data is collected.
- Inform people about how we'll process their data.
- Inform people about who has access to their data.
- Have provisions in cases of lost, corrupted, or compromised data.
- Allow people to request that we modify, erase, reduce or correct data contained in our databases.

Action

To exercise data protection, we're committed to:

- Restrict and monitor access to sensitive data.
- Develop transparent data collection procedures.
- Train employees in online privacy and security measures.
- Build secure networks to protect online data from cyber-attacks.
- Establish clear procedures for reporting privacy breaches or data misuse.
- Include contract clauses or communicate statements on how we handle data.
- Establish data protection practises [document shredding, secure locks, data encryption, frequent backups, access authorisation etc]

Our data protection provisions will appear on our website.

Disciplinary Consequences

All principles described in this policy must be strictly followed. A breach of data protection guidelines will invoke disciplinary and possibly legal action.

Managing Director *M. Martin*

Date..... *22-5-25*