

# Privacy Policy

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We, EFFECT PHOTONICS B.V., are committed to protecting and respecting your privacy, in accordance with applicable privacy laws and regulations (e.g. the General Data Protection Regulation, "GDPR"). With this privacy statement, EFFECT PHOTONICS informs you about the personal data it processes, the purposes of processing, any parties that may receive your personal data and your rights based upon GDPR.

Please read this Statement carefully (together with our and Cookie Policy and any other documents referred to on it) as they set out the basis on which any personal data we collect from you, or that you provide to us, will be processed by us.

## PERSONAL DATA WE COLLECT, HOW YOUR DATA IS USED & LEGAL BASIS

Personal data means any information relating to an identified or an identifiable natural person (the "data subject"), such as a name, email address, date of birth and phone number. We may process the following personal data:

- about you, as (contact person of) our customer or supplier: name, email address, country (and any additional information you may provide to us);
- about you, as job applicant: name, email address, country (and any additional information you may provide to us by sending your curriculum vitae and/or cover letter);
- about you, as website visitor: information provided to us by filling in forms on our website (such as the Contact Us Form), information relating to your visit to our website (e.g. traffic data, location data, IP address, access time).

EFFECT PHOTONICS asks you to only disclose as much information as is necessary to provide you with information requested by you. The processing activities that we perform on personal data have several purposes: communication with our customers and suppliers in light of orders, agreements or questions; administration; sending emails about new developments within EFFECT PHOTONICS; recruiting new employees for outstanding vacancies; improving our website. All processing activities that we perform are based upon a legal ground. Processing might be based either upon your (implicit) consent to the processing of your data for one or more specific purposes, or necessary in light of our legitimate (business) interests to stay in contact with our customers and suppliers. We will always balance our own legitimate interests with your right to privacy.

EFFECT PHOTONICS will not transfer personal data to third parties, unless such transfer is necessary and legitimate in light of one of the purposes described above. EFFECT PHOTONICS may transfer personal data to third countries located outside the European Economic Area, provided that

sufficient safeguards are in place. EFFECT PHOTONICS undertakes not to sell or rent to any third party whatsoever any personally identifiable information about you.

## HOW LONG WILL WE HOLD YOUR DATA FOR?

In general, we store personal data for as long as necessary, based upon the purpose of processing. We may store personal data for longer than necessary based upon the purpose of processing only in a form which does not permit identification of the data subject(s) concerned.

## SECURITY

We endeavor to use industry standard security measures to protect your information and to prevent the loss, misuse or alteration of any information in our control. Where necessary, we will conclude data processing agreements with third parties that we engage to process personal data.

## YOUR RIGHTS

You have the right to request access to and rectification or erasure of personal data that we process about you. In addition, you have the right to request restriction of processing activities that we perform, as well as the right to object to processing and the right to data portability. Where processing is based upon your consent, you have the right to withdraw your consent at any time. Withdrawal of your consent does not affect the lawfulness of processing based on consent before its withdrawal. Should you have any concerns with regard to the way in which we handle your personal data, you may also lodge a complaint at the Dutch Data Protection Authority.

Please send all requests to: [info@effectphotonics.com](mailto:info@effectphotonics.com) We will respond to your request without undue delay, and in any event within one month of receipt of the request. We might request you to provide additional information to enable us to identify your personal data and/or to verify your identity.

## AMENDMENTS OF THIS PRIVACY STATEMENT

This Privacy Statement may change from time to time, and any changes to this Policy will be posted on the website and will be effective when posted.

## THIRD PARTY SITES

Our website may, from time to time, contain links to and from the websites of affiliates. If you follow a link to any of these websites, please note that these websites have their own privacy policies and that we do not accept any responsibility or liability for these policies. Please check these policies before you submit any personal data to these websites.

## GOVERNING LAW AND JURISDICTION

This legal notice and all issues regarding this website are governed exclusively by Dutch law and are subject to the exclusive jurisdiction of the Dutch courts.

## GENERAL

Delay or failure on our part in enforcing any of our rights shall not constitute a waiver by us of our rights and remedies. If any part of this Privacy Statement is held to be invalid or unenforceable, the validity or enforceability of the remainder will not be affected.

## CONTACT US

Your privacy is important to us. If you have any comments or questions regarding this Statement, you can contact: **[info@effectphotonics.com](mailto:info@effectphotonics.com)**