

Global Data Privacy Policy

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Adopted by the Board of Directors 23-APR-2019

1. Summary

Getinge is committed to data protection, and will proactively address and correct business practices that violate individual privacy. This Policy is designed to make sure we follow relevant data protection laws and regulations, including GDPR, which we have decided to apply globally. Individual Getinge entities need to consider whether they are subject to additional data protection regulations in the countries where they operate. Should a law conflict with this Policy, the more stringent requirement prevails.

2. Definitions

Data Subject (s) - Individuals whose personal data is being processed are called Data Subjects.

Data Controller – is the legal entity which alone or jointly with others determines the purpose and means of the processing of personal data

Data Processor – is the legal entity, which processes personal data on behalf of the Data Controller.

Personal data - is information relating to an identified or identifiable individual. Examples of personal data are name, address, email address, phone number, IP address, gender, personal identification number, job position, CV, salary, interests, purchase history, DNA, health information, work capacity, marital status, log-in details, etc.

Processing of personal data - is the legal term for handling personal data. It includes collecting, structuring, storing, adapting, using, transmitting, and erasing personal data.

Special categories of personal data - Certain special categories of personal data, such as data revealing racial or ethnic origin, political opinions, religious beliefs or data concerning health, sexual orientation, genetic data or biometric data, are afforded special protection and should not be processed by Getinge except under special circumstances.

3. Scope and Objective

This Policy is valid for all Getinge companies, its subsidiaries and joint operations (jointly “Getinge”) and applies to all our employees, as well as consultants and agency personnel who work at Getinge premises or under the direction of Getinge (all referred to in this policy as “employees”).

This policy provides our employees with high-level guidance for how to handle personal data. The objective is to make sure we all follow relevant data protection laws and regulations, including the GDPR, which sets a high standard for safeguarding personal data. Further guidance is available in the underlying Directives and Instructions.

We expect all employees to follow this Policy and consistently apply its high standards when doing business.

4. Principles

Commitment and Expectations

Getinge is committed to data protection and to proactively address and correct business practices that lead to, or potentially could lead to, violations of individual privacy and breaches of applicable data privacy laws.

We strive to protect fundamental human rights, such as for example the right to the privacy of individuals, and commit to apply data privacy controls throughout Getinge. We believe that compliance with the GDPR fulfils the requirements of corresponding data privacy regulations in other jurisdictions. Therefore, Getinge has decided to use GDPR as a general standard across our operations worldwide.

Getinge will be held responsible for personal data which belongs to Getinge, its employees, customers, patients, business partners and third parties. We will implement all necessary contractual, technical and organizational measures if third parties process such personal data on behalf of Getinge to comply with applicable data protection laws regulations and codes.

The General Data Protection Regulation 2016/679 (“GDPR”) is a regulation designed to harmonize data privacy laws across the European Union (“EU”), to protect and empower individuals’ with respect to their privacy, and to reshape the way companies across the EU approach data privacy. The GDPR may also apply to companies based outside the EU when they use personal data of EU residents.

Controller and Processor

When Getinge processes personal data on our own initiative, we determine why and how the personal data will be processed. For example, Getinge collects information on our employees for the purpose of paying salaries each month. In this situation, Getinge determines the purposes and means of the processing, and is the Controller.

In other situations, Getinge processes personal data on behalf of another entity and according to its instructions. For example, Getinge might store customer personal data in a cloud solution on behalf of a customer. In this situation, the customer would be the Controller and Getinge would be Processor.

Processing of personal data needs to be defined between the Controller and Processor. If the existing agreement does not sufficiently describe such processing, a separate legal data processor agreement is required.

Lawfulness of processing

Getinge may only process personal data if at least one of the following legal grounds applies:

- Consent,
- performance of a contract,
- compliance with a legal obligation,
- protection of vital interests of the Data Subject,
- performance of tasks carried out in the public interest,
- or the legitimate interests of Getinge.

Consent must be documented.

Rights of the Data Subject

Data Subjects have defined rights under the GDPR. In order to protect their privacy, individuals shall be provided with information and choices concerning how Getinge processes their personal data.

Under the GDPR, Data Subjects have the following rights:

- Transparency: the right to receive clear and accessible information about how Getinge processes their personal data;
- Access rights: the right to obtain a copy of their own personal data;
- Right of rectification: the right to correct inaccurate or incomplete data;
- Right to object, on legitimate grounds, to certain processing activities: the right to cease, e.g. direct marketing activities, and other processing in the absence of an overriding interest;
- Right against automated decision-making: the right to be excluded from certain automated decision-making processes made without their consent;
- Right to restrict processing: the right to confine the use of their personal data to limited purposes;
- Right to be forgotten: the right to have personal data deleted in limited circumstances; and
- Right to data portability: the right to have their personal data handed over to a new entity.

Global transfers of personal data

Transfers of personal data from the EU to countries outside the EU require special measures and must be documented.

Handling personal data breaches

Getinge shall, regardless of whether we act as a Controller or a Processor, immediately comply with our legal obligations when informed of a personal data breach.

5. Breaches against the policy – Speak up

Do not hesitate to raise a concern. Any Getinge employee who suspects violations of this Policy is expected to speak up and raise the issue to their line manager, to Human Resources to the Ethics and Compliance Office, or to use the Getinge Speak-Up Line. The Speak-Up Line is available on Getinge internal and external webpages.

At Getinge we do not accept any form of retaliation against someone who speaks up, expresses concerns or opinions.

See further: Speak Up and Non Retaliation Instruction SOP-1305

6. Roles and Responsibilities

All Getinge employees are individually responsible for reading, understanding and complying with this Policy. Each employee is responsible for acting in accordance with this Policy, every line manager is responsible for making sure each team member has access to this Policy and related Directives and Instructions. The line manager is also responsible for ensuring that relevant activities are in place to ensure data privacy controls.

Day-to-day reinforcement, including regular information and training on data privacy issues, as well as compliance follow-up, is part of every manager's responsibility, with the support of the Ethics and Compliance Office in specific the Local Data Privacy Manager or Group Data Privacy Manager.

Violations against the Policy can lead to disciplinary action, up to and including termination.

7. Framework

This Policy is part of Getinge's Governance Framework, which includes:

- Code of Conduct, Our Cultural Core Values, Strategic framework, Policies approved by the Board of Directors, Directives approved by the CEO or direct reports to the CEO as well as local instructions
- Decisions made by the CEO or otherwise under the Delegations of Authority as approved by the CEO
- The Ethics and Compliance Office is responsible for ensuring that the latest version of this Policy is published and available to all employees on the Getinge intranet.
- This Policy will be reviewed every other year or as needed.

- The original language of this Policy is English.

8. Guidance and Assistance

If you have questions on this policy or you are uncertain which rules apply, please contact your Local Data Privacy Manager or the Ethics & Compliance Department (Group Data Privacy Manager).

Useful links:

Data Privacy Governance Directive DIR-1004
Data Processing Directive DIR-1005
Personal Data Notification Directive DIR-1006
Personal Data Breach Directive DIR-1007