

PRIVACY AND COOKIE POLICY

APPLICABLE TO:

STANDARD TEXTILE SAS

STANDARD TEXTILE FRANCE SAS

STANDARD TEXTILE PRODUCTION FRANCE SAS

ST DECATISSERIE SAS

ST FRANCE IMMOBILIERE SARL

STANDARD TEXTILE BVBA

STANDARD TEXTILE GMBH

1 Who are we?

We are the European operations of the Standard Textile group. We have our registered offices at the following addresses and are registered as follows:

| Company | Address | Registration Information |
|--|---|--------------------------|
| Standard Textile SAS | 85 avenue de l'Industrie | RCS LYON 382962306 |
| Standard Textile France SAS | CS 90230 | RCS LYON 438423873 |
| Standard Textile Production France SAS | | RCS LYON 832741896 |
| ST Decatissier SAS | 69142 Rilleux La Pape | RCS LYON 833004716 |
| ST France Immobiliere SARL | Cedex, France | RCS LYON 833008956 |
| Standard Textile bvba | Latem Business Park Xavier de Cocklaan, 72 9831 Sint-Martens-Latem Belgium | |
| Standard Textile GmbH | Bachstrasse 2 d-73460 Huttlingen-Aalen Germany | |

In the context of our activities, we collect, hold, disclose and/or otherwise process personal data. Pursuant to applicable data protection and privacy legislation, we qualify as the controllers with respect to the personal data that we process.

2 We know your privacy is important to you

We value your right to privacy and strive to protect your personal data in accordance with applicable data protection legislation and more specifically with the General Data Protection Regulation ("GDPR") and its national implementing legislation.

In this Privacy Policy we set forth how we collect your personal data, how and for what purposes we may use your personal data and to whom your personal data may be disclosed by us. Further, this Privacy Policy includes important information regarding your rights with respect to the processing of your personal data. Therefore, we encourage you to read this Privacy Policy very carefully.

From time to time, we may need to change this Privacy Policy. The most recent version of this Privacy Policy is available on the following websites:

| <u>Company</u> | <u>Website Address</u> |
|--|-------------------------|
| Standard Textile SAS | www.standard-textile.fr |
| Standard Textile France SAS | www.standard-textile.fr |
| Standard Textile Production France SAS | www.standard-textile.fr |
| ST Decatissier SAS | www.standard-textile.fr |
| ST France Immobiliere SARL | www.standard-textile.fr |
| Standard Textile BVBA | www.standard-textile.fr |
| Standard Textile GmbH | www.standardtextile.de |

We encourage you to regularly review this Privacy Policy. You may also ask us to send you a copy of the most recent version of this Privacy Policy.

Attention: By using our products and services and by accessing our website and by sharing your personal data with us, you acknowledge that your personal data will be processed in the manner as described in this Privacy Policy.

Note: this does not constitute your 'consent' to the processing of your personal data. We do not process your personal data on the basis of your consent, unless specifically indicated.

3 Whose personal data do we collect?

In the context of operating our business, we may collect personal data relating to current and prospective customers, suppliers, consultants, vendors, contractors, job applicants, non-profit and social organizations, and visitors to our website.

4 How do we collect personal data relating to you?

We may collect information about you in various ways:

- Directly from you in the process of conducting our business operations, such as marketing and selling our products and services or sourcing products and services from vendors and contractors.
- Directly from you when you visit our websites, including information that you may provide us by means of contact forms on the websites, by doing business with us through our websites, by reviewing product-related information, or by reviewing employment opportunities. Our websites are:

- www.standard-textile.fr
- www.standardtextile.de

- From third parties, such as employment agencies.
- Otherwise, for example by means of cookies when you visit our websites.

5 What personal data do we collect and for what purposes do we use your personal data? What are the legal grounds for such collection?

We collect the following information about you and we use it for the purposes listed below. The legal grounds for such collection are listed below.

For prospective and current customers, suppliers, consultants, vendors, contractors, and third-party organizations:

| Personal data: | Purposes: | Legal Ground for Collection: |
|--|---|--|
| <ul style="list-style-type: none"> ● your identification and contact information, including name, address, telephone number, email address, banking details, professional certifications or qualifications, or other contact details | <ul style="list-style-type: none"> ● customer and supplier administration ● to deliver the services or products you ordered or that we ordered ● for administering payment of invoices, and to collect debts ● for marketing our products and services ● for engaging in public relations activities relating to our business ● for purposes of protecting the security of our assets, business and personnel and contractors ● for engaging in business transactions and responding to disputes ● to comply with any legal obligations | <ul style="list-style-type: none"> ● Performance of contract ● Legal obligation ● Legitimate Interests to protect our interests, promote our business or maintain a fruitful business relationship with you |
| <ul style="list-style-type: none"> ● We can also consult identification and contact information via external databases which we purchase and combine this information with the data we have collected from you, in order to obtain more complete or accurate information. | <ul style="list-style-type: none"> ● for making decisions about selecting you as a vendor ● for purposes of making decisions regarding the marketing of our products and services | <ul style="list-style-type: none"> ● Legitimate Interests to know our (potential) business partners and optimize our marketing activities |

For job applicants and temporary contractors:

| Personal data: | Purposes: | Legal Ground for Collection: |
|--|---|---|
| <ul style="list-style-type: none"> ● your identification and contact information, including name, address, telephone number, email address, birthdate, and/or government registration number ● photo identification ● educational and professional information (e.g. CV, job title, qualifications, language skills, office location, etc.) ● other data voluntarily provided by you (for example, in your cover letter) | <ul style="list-style-type: none"> ● administration and management of personnel and job applicants | <ul style="list-style-type: none"> ● Performance of contract ● Legal Obligation ● Legitimate Interests to fill open positions with suitable applicants |
| <ul style="list-style-type: none"> ● your bank details | <ul style="list-style-type: none"> ● for payment of salary and/or reimbursement of professional expenses | <ul style="list-style-type: none"> ● Performance of contract ● Legal Obligation |

For visitors to the Company websites:

| Personal data: | Purposes: | Legal Ground for Collection: |
|--|--|---|
| <ul style="list-style-type: none"> ● your IP address and surfing behavior | <ul style="list-style-type: none"> ● to optimize the user experience on our website and improve our ability to deliver services and the quality thereof | <ul style="list-style-type: none"> ● Legitimate Interests to provide you with information about our company and optimize user experience |

6 With whom do we share your personal data?

In the context of the purposes as listed above, we may share your personal data with certain third parties as follows.

For prospective and current customers, suppliers, consultants, vendors, contractors, and third-party organizations:

- IT service providers and consultants
- Banks, payment providers and collection agencies
- insurance companies
- rental car agencies
- freight forwarders
- legal counsel, accountants and auditors
- Marketing service providers

For job applicants and temporary contractors:

- Employment agencies
- Government agencies

Your personal data can also be disclosed to our affiliated companies Standard Textile Co., Inc. and Arad Textile Industries Ltd.

We will ensure that, where relevant, contractual safeguards are implemented to ensure the protection of your personal data when disclosing your personal data to a third party. For example, we will enter into data processing agreements with relevant parties providing for restrictions on the use of your personal data and obligations with respect to the protection and security of your personal data.

Our affiliated companies Standard Textile Co., Inc. and Arad Textile Industries, Ltd. are located in the United States and in Israel. These countries may offer a lower level of data protection than in France, Belgium or Germany. In such case, it shall be ensured that adequate measures are taken to ensure adequate protection of your personal data in accordance with applicable data protection legislation. More specifically, we will enter into data transfer agreements with these companies.

Your personal data and/or person profiles shall not be rented, nor sold to third parties without your prior explicit consent.

7 How long do we store your personal data?

Your personal data will not be stored for longer than is necessary in relation to the purposes for which we process them (we refer to the purposes as listed above in paragraph 5). Only where we are legally obliged to, or where this is necessary for defending our interests in the context of judicial proceedings (e.g. in case of a dispute), we will store the personal data for longer periods.

More specifically, the following storage periods apply:

| <i>Personal data</i> | <i>Storage period</i> |
|---|--|
| <ul style="list-style-type: none">● In General: Identification and contact information, including name, address, telephone number, email address, banking details, professional certifications or qualifications, or other contact details | <ul style="list-style-type: none">● 5 years after termination of relationship or last transaction |
| <ul style="list-style-type: none">● For job applicant and temporary contractors: Your identification and contact information, your banking details, photo identification, educational and professional information, hobbies, or other data provided by you | <ul style="list-style-type: none">● 2 years after completion of recruitment process or termination of relationship |
| <ul style="list-style-type: none">● For visitors to the website: your IP address and surfing behavior | <ul style="list-style-type: none">● 3 years after termination or last connection |

8 How do we protect your personal data?

We will implement the necessary administrative, technical and organizational measures for ensuring a level of security appropriate to the specific risks that we have identified. We protect your personal data against destruction, loss, alteration, unauthorized disclosure of or access to personal data transmitted, stored or otherwise processed. See IT Policies: Standard Textile Electronic Security, Workstation Security, Server Hardening, Patch Management, Anti-Malware, Firewall, Electronic Disposal, Securing Information Systems, Password, Acceptable Use, Remote Access, Wireless Access, Encryption, and Data Retention.

Further, we seek to ensure that we keep your personal data accurate and up to date. In view thereof, we kindly request you to inform us of any changes to your personal data (such as a change in your contact details).

9 What are your rights and how you can exercise them?

You have the right to:

- information about and access to your personal data;
- rectify your personal data;
- erasure of your personal data ('right to be forgotten');
- restriction of processing of your personal data;
- object to the processing of your personal data;
- receive your personal data in a structured, commonly used and machine readable format and to (have) transmit(ted) your personal data to another organization.

To read more about these rights, and circumstances under which you can use these rights, in particular your **right to object**, please see the attached annex.

Finally, you have the right to lodge a complaint with the relevant data protection authority relating to the processing of your personal data by us. The relevant authorities are:

| <u>Country</u> | <u>Authority/</u> | <u>Website</u> |
|----------------|-------------------|---|
| France | CNIL | www.cnil.fr |
| Germany | BfDI | www.bfdi.bund.de |
| Belgium | DPA | https://www.dataprotectionauthority.be/ |

10 Use of cookies and social media plug-ins

We use certain cookies and social media plug-ins on our website. Some of them are essential to make our website work, others serve to provide you a better, faster and safer user experience.

Cookies are small pieces of data that are stored on your computer or mobile device via your browser. On our website, we use the following cookies:

| <i>Name of the cookie</i> | <i>Type of cookie</i> | <i>Purpose of the cookie</i> | <i>Storage period</i> |
|--|-----------------------------|--|-----------------------|
| “ cookiebanner-accepted ” “phcsessionid” | Necessary/ technical cookie | This cookie is indispensable for the functioning of our website and allows you to use certain parts of it. For instance, it allows you to navigate between the different parts of the website, to fill in forms, etc. If you refuse these cookies, certain parts of the website will not work, or will not work optimally. | session |

| | | | |
|----------------------|---------------------------------------|---|----------|
| “_g” | Analytical cookies ¹ | This cookie allows us to recognize the visitors of our website, to count the number of visitors and to identify the way in which they navigate. This allows us to improve the user navigation and to ensure that visitors can faster and easier find what they need | 390 days |
| “hjIncludedInSample” | Performance cookies | This cookie obtains information about visitor’s use of our website. They help us understand how visitors interact with our website, why certain error messages appear and enables us to try out new functions. We use this information to improve the user experience of our website. | session |
| “listArticleViste” | Functional cookies | This cookie makes it easier for our website to work, makes it more pleasant for visitors, and ensures that you have a more personalized browsing experience. For example, these cookies can remember your language preferences. | 390 days |
| “__ar_v4” | Targeting / advertisement cookies] | Our website uses targeting cookies in order to track statistics of visitors and to send you personalised messages, advertisements and promotions. | 1 year |
| “__adroll_fpc” | | | 5 years |

Further, we use social media plug-ins. These enable us to recognise you on the basis of your social media profile and to import certain data (such as the identification and contact details or your profile picture). In addition, they enable us to use social media (LinkedIn, Twitter, Facebook) ‘share’ buttons. More information in this respect is to be found in the privacy policy of your social media service. In case you do not wish to establish a connection with your social media profile, please log out before using our website.

11 How can you manage / delete these cookies?

All major internet browsers offer the option to manage the cookies that were installed on your computer or mobile device.

In case you do not wish that this website places cookies on your computer or mobile device, you may limit or delete these easily by adjusting you mobile or browser settings. In addition, you can set you mobile or browser settings in such a way that you get a notification every time you receive a cookie on your computer or mobile device, so that you can decide whether you wish to accept this cookie or not.

Please note that when you disable certain cookies of which we are making use, the possibility exists that certain parts of our website will no longer function properly and you will no longer enjoy an optimal user experience.

12 Contact

If you have any questions, comments or complaints in relation to this Privacy Policy or the processing of your personal data by us, please feel free to contact us at by regular mail addressed to the GDPR Coordinator at the company addresses listed in section 1 above or at the following email addresses:

| <u>Country</u> | <u>Contact</u> |
|----------------|--|
| France | GDPRCoordinatorFrance@standardtextile.com |
| Belgium | GDPRCoordinatorBelgium@standardtextile.com |
| Germany | GDPRCoordinatorGermany@standardtextile.com |

Annex

Right to information and right to access your personal data You may at any time request more information on our processing activities and the personal data that we are keeping from you.

Right to rectification of inaccurate or incomplete personal data of You have the right to require us to, without undue delay, rectify or complete any of your personal data that is inaccurate or incomplete.

Right to deletion of your personal data ('right to be forgotten') You may request us to delete (part of) your personal data in the following situations:

- when the processing is no longer necessary for achieving the purposes for which they were collected or otherwise processed; or
- when the processing was based on your consent and you have decided to withdraw that consent;
- when you have other reasonable grounds to object to the processing of your personal data;
- when we would unlawfully process your personal data;
- when your personal data have to be erased in compliance with a legal obligation directed to us.

We note that in some case, we may refuse to delete your personal data: (i) for exercising the right of freedom of expression and information; (ii) for compliance with a legal obligation; or (iii) for the establishment, exercise or defence of legal claims.

Right to restriction of processing You may request us to (temporarily) restrict the processing of your personal data in the following situations:

- when you have contested the accuracy of your personal data, for a period enabling us to verify this accuracy; or
- when the processing appears to be unlawful and you request us the restriction of use of your data instead of the deletion of this data; or
- when we no longer need the personal data for the purposes of the processing, but you need them for the establishment, exercise or defence of legal claims; or
- pending verification whether our legitimate grounds override yours in the framework of an objection.

Right to object to the processing of your personal data (free of charge) You may under certain circumstances object to the processing of your personal data, when such processing is based on our “legitimate interests”. If we agree, we will no longer process your personal data, unless we have compelling legitimate grounds to do so, or because such a processing is necessary.

Where we process your personal data for *direct marketing* purposes, you may at any time object to the processing thereof or withdraw your consent thereto. You also have the right not to be subject to *profiling* for direct marketing purposes.

Right to data portability In some cases, you have the right to receive all your personal data in a structured, commonly used and machine-readable format and have the right to transmit those data to another controller. This right applies:

- in case the processing is based on consent or on the necessity for the performance of a contract; and
- in case the processing is carried out by automated means.