

Effective Date: 12/8/2020

Privacy Policy

We respect your privacy and are committed to protecting your personal data (see paragraph 4 below for details of what personal data means). This privacy policy will inform you about how we collect and look after your personal data when you visit our websites (regardless of where you visit it from), when you call us, or when you otherwise interact with us. This policy also tells you about your privacy rights.

Whenever we collect information about you, we make decisions about how or why we process that personal data. We are responsible for ensuring that your personal data is used in accordance with data protection laws, to the extent they apply, such as the General Data Protection Regulation (GDPR) in Europe, the California Consumer Privacy Act (CCPA) in the United States, the Brazilian General Data Protection Act (Law

third-party websites and are not responsible for their privacy statements. When you leave our website, we encourage you to read the privacy policy on every website you visit.

3. Changes to the privacy policy

We regularly review our privacy policy. Updated privacy policies will be made available through our websites. We will comply with applicable data privacy laws when making changes to our privacy practices. The date at the top of this privacy policy indicates the date when the policy was last updated and the updates went into effect.

4. The data we collect and process about you

Personal data

jurisdictions/regions), means any information from which a person is identifiable or from which that person can be identified. It does not include data where the person's identity has been removed (anonymous or de-identified data), unless it still possible to identify the person from that data in combination with other data held by the data controller.

processing

way of example, collection, storage, use, consultation, disclosure, sharing and transmission.

Depending on which websites you use, and your activity on those websites, we may collect, use, store and transfer different kinds of personal data about you, which we have categorized as follows:

Profile Data includes your name, username and password (for the relevant website), email address, mailing address, payment information, purchases or orders you make, your interests, preferences, and on-line or telephonic feedback and survey responses. (For our U.S. employees only (not any other data subjects) who browse and/or buy products/services from us as well, this may include your employee file number from a pay stub in combination with zip code and last four digits of your Social Security Number.)

Technical Data (to the extent that this constitutes personal data under applicable privacy laws) includes your internet protocol (IP) address, browser type and language, Internet service provider or mobile carrier, referring and exit websites and applications, time zone setting, location, browser plug-in types and versions, operating system and platform, and other technology identifiers on the devices you have used to access this website.

Usage Data includes information about how you use our website, products, and services.

We also collect, use and share **Aggregated Data** such as statistical or demographic data for various purposes. Aggregated Data may be derived from your personal data but is not considered personal data by law, as it will **not** directly or indirectly reveal your identity. For example, we may aggregate Usage Data to calculate the percentage of users who are accessing a specific website feature. However, if we combine or connect the Aggregated Data with your personal data so that it can directly or indirectly identify you, we treat the combined data as personal data, which will be used in accordance with this privacy policy.

In relation to our customers, and for the purposes set out in this privacy policy, we do not collect **Special Categories of Personal Data**

Data you enter. If you order a product, engage in our discussion forums, complete a warranty card, enter contests, or sign up for reward points, we will collect that relevant information.

Automated technologies or interactions. As you interact with our websites, we will automatically collect Technical Data abo

<p>physical address, and order history.</p>		
<p>If you visit our website or interact with our electronic communications, we collect your IP address as well as electronic activity information about your use and interaction with our website or communications, and geolocation data.</p> <p>You can find more information on how we collect information in the <u>Cookies</u> section of this policy.</p>	<p>This data is necessary for us to ensure the security and functionality of our website and related systems.</p> <p>Furthermore, this data is used to offer products and services that may be of interest to you (or the company whom you represent).</p>	<p>This is necessary for our legitimate interest of ensuring that our websites function and are secure for you to use (which does not unfairly cause you prejudice or affect your fundamental rights and liberties because it provides you with a functional and secure website to use for purchases).</p> <p>With respect to using this data to offer products and services that may be of interest to you:</p> <p style="padding-left: 40px;">when you are using the website on your own behalf: consent.</p> <p style="padding-left: 40px;">When you are using the website as a representative of a company (e.g. your employer): necessary for our legitimate interests of promoting our products/services to the company which you represent (which does not cause you unfair prejudice because it relates to offering goods/services to your company rather than to you as an individual)</p>
<p>If you apply for a job with us through our website, we will collect your name, address, telephone number, Social Security Number or other government identification, email address, and employment and educational history.</p>	<p>This data is necessary to determine whether to extend an offer of employment. This data is also necessary to comply with our legal obligations (such as verifying the right to work).</p>	<p>Necessary in order to take steps prior to entering into an employment contract (or consent, if required for compliance with applicable data privacy laws).</p> <p>Necessary to comply with our legal obligations.</p>

In cases where we need to collect personal data by law, or under the terms of a contract we have with you, and you fail to provide that data when requested, we may not be able to perform the contract we have or are trying to enter into with you or the company whom you represent (for example, to provide you or the company whom you represent with goods or services). In such cases, we may have to cancel a product or service you or the company whom you represent have with us, but we will notify you at the time when this occurs.

Furthermore, where our processing of your personal data is necessary for our legitimate interests, depending on the applicable data protection/privacy law which applies, you can object to this process2 Tf1 0 0 1 486.2()64(0.0

Commercial information, including records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	A subset of this data is processed in connection with a number of our operational functions, including to take and deliver orders and to service our warranties. It may also be used for marketing purposes, including offering you products that may interest you.
Internet or other electronic network activity information, including, but not limited to, browsing history, search interaction with an Internet Web site, application, or advertisement.	This data is processed in order to optimize performance of our websites and to offer your products and services. It is also processed to detect security incidents, protect against malicious, deceptive, fraudulent or illegal activity, and for data analytics.
Geolocation data.	This data is processed for marketing purposes, including offering you products that may interest you through both direct and partner advertising.
Audio, electronic, visual, thermal, olfactory, or similar information.	This data is processed in connection with a number of our operational functions, including recording sales calls and other calls.
Professional or employment-related information.	A subset of this data is processed in connection with a number of our operational functions, including to take and deliver orders and to service our warranties. It may also be used for marketing purposes, including offering you products that may interest you. A subset of this data is necessary to open and manage an application for employment as well.

8. Cookies

A cookie is a small piece of data that a website asks your browser to store on your computer or mobile device. The cookie allows the website to "remember" your actions or preferences over time. Cookies are

What types of cookies do we use?

interpret the DNT signal, our services do not currently respond to browser DNT signals. For more information on DNT, see <https://allaboutdnt.com/>.

10. Disclosures of your personal data

We may disclose your personal data to our affiliated companies, when required by law, or to our service providers (e.g., when necessary for the administration and maintenance of our IT systems). Where you are have provided us with your personal data in your capacity as a representative of a company, we may disclose your personal data to that company. We require our service providers to provide written assurances regarding the security and privacy protections they have in place to protect any personal data transferred or disclosed to them, as well as their compliance with our security requirements and any applicable laws and regulations.

The third parties we may share your personal data with include:

15. Children (and