

PRIVACY STATEMENT MSO GROUP

In the present privacy statement are intended by "the MSO Group" the enterprises that belong to the MSO Group, including, among others, Oranje B.V., established in Rotterdam, Meuva B.V., established in Rotterdam, Schotte (Sloopwerken) B.V., established in Rotterdam, MSO Circulair B.V., established in Rotterdam and all other daughter and granddaughter companies of MSO Holding B.V.

THE COLLECTION AND USE OF THE PERSONAL DATA OF CUSTOMERS, SUPPLIERS, AND OTHER CONTRACTORS (WITH THE EXCEPTION OF SUB-CONTRACTORS).

The MSO Group processes your personal data because you make use of our services and/or because you provide such data to us yourself. We process such data because you have granted permission for this, because it is necessary to defend our legitimate interests and/or because it is necessary to comply with a legal obligation that the data controller is subject to. You can find a summary of the personal data we process below:

- First and last name
- Address information
- Phone number
- E-mail address
- Bank details

We collect this information because it is necessary for matters such as the conclusion and/or implementation of a possible agreement. This applies both for our (potential) customers and for parties from which we purchase matters and/or services. If you are a (potential) customer of ours, we use your data to be able to send you a quotation, to determine what specifications or wishes a certain matter or service must meet, to deliver matters or carry out activities for you, to invoice and to swiftly and efficiently communicate with you about the implementation aspects of the agreement. If you are a (potential) supplier or different contractor, your personal data is also required for the conclusion and implementation of the agreement. In case of purchases it is required to be able to let you know what specifications a certain matter or service in our opinion must meet, to be able to send a quotation application or place an order with you, to be able to pay invoices and to communicate swiftly and efficiently about different aspects of the agreement. You are not obligated to provide your personal data to us. If you do not provide any or only insufficient personal data, we may not be able to carry out the activities referred to above.

If you are a client of ours, we use your data to be able to contact you for purposes that are in the interest of our enterprise. This may involve the discussion of a possible collaboration, for example, the provision and obtaining of information, the maintaining of our network and having our electronic accounting program function. You are not obliged to provide your personal data to us. If you do not provide us with any or only with insufficient personal data, we may be incapable of realising the purposes referred to above. Your data is removed one year after the final contact, unless we deem keeping such for longer necessary to defend our legitimate interests, or on account of legal obligations.

TRANSMISSION TO THIRD PARTIES

In connection with the implementation of a possible agreement or collaboration with you we may need to provide your personal data to parties that supply us with parts, materials, and products or that carry out activities by our order, or for which we carry out assignments. In addition, we make use of external server space for the storage of (parts of) our sales and purchasing records and the contacts file that your personal data is a part of. Your personal data is provided to our provider of server space for this reason. In addition, we make use of Microsoft Office and the associated storage options for e-mails and other files. When we make use of a newsletter mailing service, your personal data, in conclusion, is transmitted to the provider of this service. When providing us personal data, you grant us permission to provide the relevant personal data to third parties for the purposes indicated above. We will only provide the data required for those purposes to third parties.

DIRECT MARKETING

If you order or purchase services from us regularly, we will process the personal data submitted by you to inform you personally in the future by e-mail on our existing and new products and services and possibly to make

you an offer regarding. We have a legitimate interest in using your personal data for this purpose. You can unsubscribe from this mailing list at any time. See the unsubscribe link at the bottom of each mailing for this purpose. If you are a one-time customer of ours we will only send you advertising material if you have granted us prior permission to such effect.

RETENTION PERIOD PERSONAL DATA

If you have requested a quotation from us but you have not become a customer of ours, we will remove your data at the latest one year after our final contact. Also in case we have received a quotation from you but we have not become a customer of yours, your personal data will be removed no later than one year after our final contact. This retention period can be extended in case we deem it necessary to defend our legitimate interests. If you have become a customer of ours, or we of yours, then we will keep your personal data for a duration of seven years after the end of the financial year in which the agreement with you was fully implemented. The period of seven years corresponds with the period during which we are obliged to keep our records for the tax office. After the end of this period, we will remove your personal data, unless we deem keeping them for longer necessary to defend our legitimate interests.

HOW WE SECURE PERSONAL DATA

The MSO Group takes the protection of your data seriously and takes appropriate measures to prevent abuse, loss, unauthorised access, undesirable disclosure, and unlawful use. If you have the idea that your data nevertheless are not properly protected or there are indications of abuse, please contact us via info@msogroup.com.

YOUR RIGHTS

You have the right to ask us to peruse your own personal data. You can also ask us for the supplementing of your personal data, or to change inaccuracies. You have the right in addition to have your personal data deleted or to restrict the use of your personal data. You can also object to us against the collection and use of your data or submit a complaint to privacy oversight agency 'Autoriteit Persoonsgegevens'. You are entitled besides to data transferability. This means that you can submit a request to us to forward the personal data we have from you in a computer file to you or a different organisation indicated by you. You can send a request for perusal, correction, removal, data transfer of your personal data, or a request for the withdrawal of your permission or objection against the processing of your personal data to info@msogroup.com. To make sure that the request for perusal was made by you, we ask you to attach a copy of your ID to the request. Redact your picture, the MRZ (machine readable zone, the bar with numbers at the bottom of the passport, the passport number, and social security number (BSN) in this copy. This is to protect your privacy. We will respond as soon as possible to your request, though in any event within four weeks.

PRIVACY STATEMENT IN CASE OF SUB-CONTRACTING AND HIRING OF STAFF

This statement is intended for the workers who are in service of a different party (a sub-contractor or a party that assigns staff) and who come to carry out work for the MSO Group.

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WHY WE COLLECT YOUR PERSONAL DATA

On behalf of the sub-contractor or the party that the MSO Group has hired you from, you will carry out work for us. In connection with these activities, we record some personal data. We are happy to explain to you why we collect your data. If your employer does not pay the wage taxes or the VAT, the tax office may hold us accountable for this. To limit this risk, we have to keep full records. By these records must be evinced the identity of the workers we have deployed. For foreign workers we also have to be able to prove that they may work in the Netherlands. At times, the processing of your personal data is legally mandatory. In other cases, we have a legitimate interest in doing so. By knowing who will work for us, we can limit our risk of liability vis-a-vis government agencies such as the tax office and prevent the imposition of fines on grounds of the law on work by foreigners. For these reasons, we ask you to provide your personal data to us. If you do not want to provide your personal data, you may not carry out the work for us and we will not admit you to the location where the activities occur. We receive some of your personal data from your employer. This may regard your:

- Social security number (BSN),
- Name, address, place of residence,
- Date of birth,
- Nationality and
- Possibly the document number and term of validity of an ID.

In case of workers from a foreign country, it also involves copies of IDs. Your employer is legally obliged to provide such data to us. In case of cross-border provision of services for which a report must be filed with social security agency UWV, we also ask your employer for a copy of the notification form to UWV (without copies of labour and residence permits). On this form, personal data of yours is indicated.

WHAT WE ASK FROM YOU

Before the start of the activities, the MSO Group will ask you to present a valid and original ID, from which we may copy some personal data. In addition, we want to check whether you may carry out work during the period of the activities in the Netherlands. That is why we ask for your residence and/or work permits. We will make a copy of these for our records, upon recommendation of labour inspection. We will also copy such A1 statement as may be available. We make these copies because we must be able to prove at a later stage towards government agencies that we have only deployed persons with the right documents and so that we are able to properly defend ourselves against such retroactive tax bills and fines as may be imposed illegitimately.

RETENTION PERIOD PERSONAL DATA

The MSO Group keeps your personal data for a duration of 7 years after the end of the financial year in which the activities have ended. This period corresponds with the period during which we are obliged to keep our records for the tax office. We will keep copies of IDs and possible residence and labour permits until 5 years after the end of the year in which the activities have ended in connection with the law on work by foreigners.

PROVISION TO THIRD PARTIES

It is possible that the MSO Group must grant access to our records to be able to prove your identity or right to reside and/or work in the Netherlands to the tax office, labour inspection 'Inspectie Sociale Zekerheid en

Werkgelegenheid', or social security agencies 'UWW' or 'Sociale Verzekeringsbank'. In such case, we are obliged to provide your personal data to them.

HOW WE SECURE PERSONAL DATA

MSO Group takes the protection of your data seriously and takes appropriate measures to prevent abuse, unauthorised access, undesirable disclosure, and unlawful alteration. If you have the idea that your data nevertheless is not properly protected or there are indications of abuse, please contact us via info@msogroup.com.

YOUR RIGHTS

You have the right to ask the MSO Group to peruse your own personal data. If grounds obtain, you can ask us to correct inaccuracies. You have the right in addition to have the use of your personal data restricted. If you believe that the MSO Group handles your data incorrectly, you can submit a complaint to privacy oversight agency 'Autoriteit Persoonsgegevens'. In addition, you can object in certain cases against processing or ask us to delete your data. This is not possible, of course, if it regards processing that is required to carry out a legal or contractual obligation. The right to the transfer of your personal data ('data portability') does not apply in this case. In order to exercise your rights, you can address the HR Department via info@msogroup.com. In order to make sure that the request for perusal was made by you, we ask you to attach a copy of your ID to the request. Redact your picture, the MRZ (machine readable zone, the bar with numbers at the bottom of the passport), the passport number, and the social security number (BSN) on this copy. This in order to protect your privacy. We will respond as soon as possible, though in any event within four weeks, to your request.