

A woman with dark hair, wearing black-rimmed glasses and a light blue button-down shirt, is sitting at a desk. She is resting her chin on her hand, looking thoughtfully at a laptop screen. On the desk, there is a white coffee cup, a red marker, and a blue marker. The background is a whiteboard with some faint diagrams and colorful pins. The overall scene is dimly lit, suggesting an office or meeting room environment.

**Eltronic Group**  
ENGINEERING IMPACT

# GDPR Policy

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## 1 Scope

This policy applies to all Eltronic Group and its subsidiaries. If a company stipulates a policy in compliance with separate laws and regulations, this policy can be denied.

## 2 Basis

The basis for this policy is always ruling national and international law. There can be specific regulations and “methods” locally, stipulating stricter regulations, in which case, this policy must be assessed and evaluated.

## 3 Purpose

The purpose of this policy is to govern all Eltronic Group and its subsidiaries to comply with the highest standard for law-obeying governance.

## 4 Targets

Eltronic Group and its subsidiaries are expected to comply with this policy and the policy statements defined below.

## 5 Ownership

This policy is owned by Eltronic Group HR. The policy is co-governed by Eltronic Group A/S CEO, CFO, COO, and any other member of the C-level management of Eltronic Group subsidiaries. Including all-time members of the Boards.

## 6 Evaluation

The policy is to be evaluated no less than one year from the approval date. Hereafter, the evaluation will be performed yearly and marked with a new version number.

## 7 Policy

It is the policy of the Eltronic Group that we respect the individuality of our employees, including their personal data and thus, privacy.

We will ensure that security procedures are in place and upheld to prevent unauthorized disclosure of confidential information and personal data.

### 7.1 Policy Statements

We will live up to our policy by:

Verifying the effectiveness of our systems to protect personal data and information.

Acquiring and retaining employee personal data only to the extent, relevant to the employees.

Ensuring employment in accordance with the relevant national legislation.

Ensuring that access to personal data is restricted to authorized personnel.