

Fisher International Privacy Policy

Who processes your data?

At Fisher International, a ResourceWise company, we take the data protection of our partners and contractors seriously. One crucial part of this protection is that you know what personal data concerning you we process, as well as how and why.

In this privacy notice, we explain transparently how we process your data. If you have any questions, please do not hesitate to contact me.

Regards,
Fisher International

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What data do we process?

Mill Operations Personnel

Pulp Mill
Pulp Line
Bleach Plant
Paper Mill
Paper Machine
Coating
Finishing

Mill Executives

General Manager
Plant Manager
Production
Information Services
Purchasing

Corrugator Plant Personnel

Plant Manager
Maintenance Manager

Mill Services/Utilities Personnel

Maintenance Engineering
Technical Services
Process Control
E&I
Environmental
Power and Utilities
Chemical Recovery
Laboratory Manager
Quality Control

Corporate HQ Personnel

CEO
COO
Engineering
Environmental
Maintenance
Manufacturing
Purchasing
R&D

What data do we process?

- Name
- Title
- Job function
- Location information
- Email address
- Phone number

Why do we process your data?

We provide a service that enables our clients to better process detailed and complete information on every pulp and paper mill in the world for strategic analysis. In order to ensure efficient and reliable communications, we store and process contact information on key managers.

Where do we get the data?

We obtain all the data that we process from your employer, publicly available records or from you.

Who else processes your data?

We use HubSpot to communicate with our contacts and clients. In addition, our clients get access to the service and the data in the service.

How long do we process your data?

We store the data as long as the person works in the key position, as long as you continue to give us your consent, or for as long as Fisher has a legitimate interest in storing the data. Any possible legal obligations may affect the duration of processing (i.e., we store your data for as long as we are legally required to).

How we protect your data?

- Secure our internet connection (https)
- Use a firewall
- Encrypt data when transmitting
- Restrict access to the data file, allowing access only to individuals with a need to know
- Commit staff to non-disclosure agreements
- Require our clients to protect the data and use it responsibly

Data Subjects, Purpose of and Grounds for, Processing Personal Data

| Data Subjects | Purpose of Processing | Grounds for Processing |
|---------------------|---------------------------------|---|
| Customers | Communication Identification | Legitimate interest Contractual performance Consent |
| Business Contacts | Communication Identification | Legitimate interest Contractual performance Consent |
| Potential Customers | Communication Identification | Legitimate interest Contractual performance Consent |

Data Saved in the Data File:

| Data | Customers | Business Contacts | Potential Customers | Purpose |
|----------------------|-----------|-------------------|---------------------|----------------|
| Name | X | X | X | Identification |
| Job Title | X | X | X | Identification |
| Employer | X | X | X | Communication |
| Location Information | X | X | X | Communication |
| Phone Number | X | X | X | Communication |
| Email Address | X | X | X | Communication |

Your Rights

As a person whose data we are storing, you have the following rights; requests to exercise them can be submitted by sending an email to: privacy@fisheri.com.

1. Access your data
2. Object to processing
3. Erase your data
4. Appeal

1. Right of access

You have the right to access personal data that we have saved concerning you. We will provide it to you for free. If you notice any errors or deficiencies in your data, you may ask us to rectify the errors and correct the data.

2. Right to object

You have the right to object at any time to the processing of your personal data, if you feel that we have processed your personal data in violation of the law or that we do not have a right to process some of your personal data.

3. Right to erasure

If you feel that the processing of some of the data concerning you is not necessary for our tasks, you have the right to request us to erase the data in question. We will process your request, after which we will either erase the data or provide you with a justified reason as to why the data cannot be erased. If you disagree with our decision, you have the right to submit an appeal to your local Data Protection Ombudsman. You also have a right to demand that we limit the processing of the disputed data until the case has been resolved.

4. Right of appeal

You have the right to submit an appeal to your local Data Protection Ombudsman if you feel that our processing of your personal data is in violation of the current data protection legislation. Please be in contact to us first to see if the matter can be resolved by us.

Other Processors

We process personal data in the secure servers of personal data *processors* or in our own facilities. This processing is done on our behalf, and we have ensured that all the parties processing your personal data comply with the data protection legislation.

We classify these processors according to whether the regular duties of the processor's personnel include the inspection and processing of your personal data. If yes, the party in question is a *subcontractor*. If the scope of the service is mainly related to the technical processing and saving of data, the party in question is a *service provider*.

| Service Providers: |
|--------------------|
| HubSpot |

Transfer of Data in and out of the EU:

While we collect information from industry insiders who work all across the world, we store the data in the United States. We have selected industry leading data centers located in the United States as storage places for your data.

If we are obligated to disclose personal data under applicable compelling legislation, personal data may be transferred outside the United States.

Privacy Shield

It is possible that some of the above-mentioned service providers duplicate some data outside the United States to the EU/EEA. Data is duplicated to make sure that your data will also be safe in a situation were the primary servers to malfunction.

We have ensured that all of the service providers that we use have joined the EU-US Privacy Shield program (<https://www.privacyshield.gov/list>), aiming to guarantee the data security of European data in the United States. The European Commission has stated that service providers certified with the program in question observe a level of data security and data protection which complies with high European standards.

Principles of Data File Protection:

The secure processing of your personal data is important to us. Our CRM service is provided by HubSpot.

1. Access to the system requires a username and password. The system is also protected with firewalls and other technical methods.
2. The system has a dedicated Security and Compliance team.
3. Use of the data file is protected with user-specific usernames, passwords and access rights.