

General Data Protection Regulation (GDPR) Compliance Policy

1. Introduction

GEMASIA BV is committed to ensuring compliance with the General Data Protection Regulation (GDPR) in all aspects of its operations. This policy outlines the principles and guidelines that GEMASIA BV follows to protect the personal data of individuals and to maintain the privacy and security of such data.

2. Scope

This policy applies to all personal data processed by GEMASIA BV, whether obtained from customers, employees, suppliers, or any other individuals, and regardless of the format or medium in which it is stored.

3. Principles

GEMASIA BV adheres to the following GDPR principles:

- Lawfulness, fairness, and transparency in the processing of personal data.
- Purpose limitation, ensuring that personal data is collected for specified, explicit, and legitimate purposes and not further processed in a manner incompatible with those purposes.
- Data minimization, ensuring that personal data collected is adequate, relevant, and limited to what is necessary for the purposes for which it is processed.
- Accuracy of data, ensuring that personal data is accurate and kept up-to-date, with inaccurate data rectified or erased without delay.
- Storage limitation, ensuring that personal data is kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data is processed.
- Integrity and confidentiality, ensuring appropriate security measures are in place to protect personal data from unauthorized or unlawful processing, accidental loss, destruction, or damage.

4. Data Protection Officer

GEMASIA BV has appointed a Data Protection Officer (DPO) who is responsible for overseeing compliance with GDPR requirements. The DPO can be contacted at info@gemasiagroup.com.

5. Data Collection and Processing

- GEMASIA BV collects and processes personal data only for specified and legitimate purposes, and ensures that individuals are informed of the purposes for which their personal data is processed.
- Consent is obtained before processing personal data, and individuals have the right to withdraw consent at any time.
- Personal data is kept accurate and up-to-date, and efforts are made to rectify inaccurate data without delay.

6. Data Security

GEMASIA BV implements appropriate technical and organizational measures to ensure a level of security appropriate to the risk, including protection against unauthorized or unlawful processing and against accidental loss, destruction, or damage of personal data.

7. Data Subject Rights

- Data subjects have the right to access their personal data held by GEMASIA BV and to request its rectification or erasure.
- Data subjects have the right to restrict or object to the processing of their personal data, as well as the right to data portability.
- GEMASIA BV responds to data subject requests in a timely manner and within the legal timeframes specified by the GDPR.

8. Data Breach Notification

In the event of a data breach involving personal data, GEMASIA BV will notify the relevant supervisory authority and affected data subjects without undue delay.

9. International Data Transfers

GEMASIA BV ensures that any international transfers of personal data comply with GDPR requirements, including the use of appropriate safeguards such as Standard Contractual Clauses or Binding Corporate Rules.

10. Compliance Monitoring and Review

GEMASIA BV regularly monitors compliance with this GDPR Policy and reviews its effectiveness, making updates and improvements as necessary.

11. Policy Updates

This GDPR Policy may be updated from time to time to reflect changes in legal or regulatory requirements, as well as changes in GEMASIA BV 's business operations.

12. Contact Information

For questions or concerns regarding this GDPR Policy, please contact GEMASIA BV at info@gemasiagroup.com.