

THORNICO DATA ETHICS POLICY

The purpose of THORNICO's data ethics policy is to ensure that any data collection in the Group takes place in a responsible and sustainable manner.

The overall data ethics policy applies to all THORNICO Group companies and is based on the following principles:

- Data processing is conducted legally, fairly and in confidentiality.
- Data is collected for explicit and legitimate purposes and used accordingly.
- Data subjects are informed about our collection and processing of data.
- Data that identifies individuals (personal data) is processed according to the GDPR.
- Employees are educated on data ethics, security and GDPR.
- IT systems are chosen and implemented with security as a key objective.
- Data handled by third parties is covered by data processor agreements.

This policy is reviewed annually by THORNICO's board of directors.

Due to the diverse business portfolio within the THORNICO Group the emphasis on and role of data differs substantially from company to company in the group. Please see company Data Ethics Policies specific for:

SANOVO TECHNOLOGY GROUP's Data Ethics Policy

Brødrene Hartmann's Data Ethics Policy

More information about the THORNICO companies can be found on the individual websites [here](#).