

PRIVACY POLICY

This Privacy Policy explains how Wieland North America, Inc. and its subsidiaries and affiliated companies in North America, including Wieland Rolled Products North America, Wieland Metal Services, and Wieland Chase (collectively, "Wieland North America") collects, uses, and discloses personal data we obtain from and about individuals interacting with Wieland North America and its websites, products and services ("Services"). It does not apply to personal data we obtain in our capacity as an employer. By using the websites for Wieland North America entities, you accept the practices described in this Privacy Policy.

We may change this Privacy Policy from time to time. If we make changes, we will notify you by revising the date on the Policy and, in some cases, we may provide you with additional notice (such as adding a statement to our homepage or sending you a notification). We encourage you to review the Privacy Policy whenever you access the Services or otherwise interact with us to stay informed about our privacy practices and the choices available to you.

Information You Provide to Us

We collect information you provide directly to us. For example, we collect information when you sign up for our newsletters, fill out a form, make a purchase, apply for a job, request information or customer support, or otherwise communicate with us. The types of information we collect include your name, email address, postal address, phone number, company name, resume, and any other information you choose to provide.

Automatically Collected Information About Your Use of the Services

When you access or use our Services, we automatically collect information about you, including:

- **Log Information** We collect log information about your use of the Services, including the type of browser you use, access times, pages viewed, your IP address, and the page you visited before navigating to our Services.
- **Device Information** We collect information about the computer or mobile device you use to access our Services, including the hardware model, operating system and version, general location from which your device accessed the Services, unique device identifiers, and mobile network information.
- **Information Collected by Cookies and Other Tracking Technologies** We use different technologies to collect information, including cookies and web beacons. Cookies are small data files stored on your hard drive or in device memory that help us improve our Services and your experience, see which areas and features of our Services are popular and count visits. Web beacons are electronic images that may be used in our Services or emails and help deliver cookies, count visits, and understand usage and campaign effectiveness. For more information about cookies and how to disable them, please see "Your Choices" below.

Information We Collect from Other Sources

We may obtain information from other sources and combine that with information we collect through our Services. For example, when you apply for a job through our website, we may collect information about you from third parties, including but not limited to identity verification services and credit bureaus, with your express consent.

Use of Information

We use the information we collect to provide, maintain, and improve our services, such as to fulfill orders you place with us and to communicate with you about our products, services, offers, and events, and provide other information we think may be of interest to you. We may also use the information we collect to:

- Send you technical notices, updates, security alerts, and support and administrative messages and to respond to your comments, questions, and customer service requests;
- Monitor and analyze trends, usage, and activities in connection with our Services;
- Detect, investigate and prevent fraudulent transactions and other illegal activities and protect our rights and property of and that of others;
- Personalize and improve the Services and provide advertisements, content, or features that match your interests; and
- Carry out any other purpose described to you at the time the information was collected.

Sharing of Information

We may share information about you as follows or as otherwise described in this Privacy Policy:

- With vendors, consultants, and other service providers who need access to such information to carry out work on our behalf;
- In response to a request for information if we believe disclosure is in accordance with, or required by, any applicable law or legal process, including lawful requests by public authorities to meet national security or law enforcement requirements;
- If we believe your actions are inconsistent with our agreements or policies, or to protect the rights, property, and safety of us or others;
- In connection with, or during negotiations of, any merger, sale of company assets, financing or acquisition of all or a portion of our business by another company;
- Between and among our current and future parents, affiliates, subsidiaries, and other companies under common control and ownership; and
- With your consent or at your direction.

We may also share aggregated or de-identified information, which cannot reasonably be used to identify you.

Advertising and Analytics Services Provided by Others

We may allow others to provide analytics services and serve advertisements on our behalf across the web. These entities may use cookies, web beacons, device identifiers and other technologies to collect information about your use of the Services and other websites and applications, including your IP address, web browser, mobile network information, pages viewed, time spent on pages, links clicked, and conversion information. This information may be used by us and others to, among other things, analyze and track data, determine the popularity of certain content, deliver advertising and content targeted to your interests on our Services and other websites, and better understand your online activity. For more information about interest-based ads, or to opt out of having your web browsing information used for behavioral advertising purposes, please visit <http://www.aboutads.info/choices>. For visitors located in the European Economic Area ("EEA"), please visit: <http://www.youronlinechoices.eu/>.

Data Retention

We store the information we collect on you for as long as is necessary for the purpose(s) for which we originally collected it, or for other legitimate business purposes, including to meet our legal, regulatory, or other compliance obligations.

How We Safeguard Your Information

We maintain commercially appropriate and adequate technical, administrative, and physical security and confidentiality measures designed to help protect your information from unauthorized access or acquisition. As no data security protocol is impenetrable, Wieland North America cannot guarantee the security of our systems or databases, nor can we guarantee that personal information we collect about you will not be breached, intercepted, destroyed, accessed, or otherwise disclosed without authorization. Accordingly, any information you transfer to or from our website is provided at your own risk.

Transfer of Information to the U.S. and Other Countries

We are based in the United States and we process and store information collected through the Services in the U.S., or another country where we, or our Service Providers operate.

How We Use Cookies

Most web browsers are set to accept cookies by default. If you prefer, you can usually choose to set your browser to remove or reject browser cookies. Please note that if you choose to remove or reject cookies, this could affect the availability and functionality of our Services. Please click below for detailed information on how to disable and delete cookies in some commonly used browsers:

- [Mozilla Firefox®](#)
- [Microsoft® Internet Explorer](#)
- [Google Chrome™](#)
- [Safari®](#)

If you use different devices to view and access the website (e.g. your computer, smartphone, tablet, etc.) you will need to ensure that the browser on each device is adjusted to suit your cookie preferences.

You may directly opt-out from Google Analytics cookies by contacting Google here: [Google Opt Out](#).

General Data Protection Regulation

If you are in the EEA, you have certain rights and protections under the General Data Protection Regulation (GDPR) regarding the processing of your personal data.

Legal Basis for Processing

If you are in the EEA, when we process your personal data we will only do so in the following situations:

- We need to use your personal data to perform our responsibilities under our contract with you (e.g., fulfilling an order that you placed on behalf of your company).
- We have a legitimate interest in processing your personal data. For example, we may process your personal data to send you marketing communications, to communicate with you about changes to our Services, and to provide, secure, and improve our Services.
- We have your consent to do so.

Data Subject Requests

If you are in the EEA, you have the right to access personal data we hold about you and to ask that your personal data be corrected, erased, or transferred. You may also have the right to object to, or request

that we restrict, certain processing. If you would like to exercise any of these rights, you may contact us as indicated below.

GDPR Questions or Complaints

If you are in the EEA and have a concern about our processing of personal data that we are not able to resolve, you have the right to lodge a complaint with the data privacy authority where you reside. For contact details of your local Data Protection Authority, please see: http://ec.europa.eu/justice/data-protection/article-29/structure/data-protection-authorities/index_en.htm.

Children's Online Privacy Protection Act

Our website, services and products are directed to the general public. We do not knowingly collect any information from anyone under 13 years of age.

California Online Privacy Protection Act

California users are entitled to request information relating to how a business uses and discloses personal information, as well as to exercise their rights, including the right of deletion. Wieland North America does not and will not sell your personal information. Please send your request to privacy_na@wieland.com.

Contact Us

If you have any questions about this Privacy Policy or want more information about your personal data, please contact us at:

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