



Website and Corporate Privacy Notice

Introduction

Brewer Science is committed to protecting the privacy and security of your personal information. As part of our relationship with you, including as a representative of our customers, suppliers, contractors, communities, and partners, we will process your personal data as defined in this Privacy Notice. This Privacy Notice outlines how Brewer Science collects and uses your personal data for the context of utilizing our website or providing a service to you or the company you represent, i.e., fulfilling our contractual obligations, and sets out your privacy rights in accordance with data protection legislations, specifically the California Consumer Protection Act (CCPA), the EU and UK General Data Protection Regulation (GDPR), and other relevant state laws.

Data protection regulations define "personal data" as information that identifies, relates to, describes, or could reasonably be associated with a natural person or consumer, whether directly or indirectly. This includes identifiers such as last name, first name, address, date of birth, and online IP addresses, as well as personal property, purchase history, biometric data, and browsing history. Your personal data is collected and processed by Brewer Science in good faith, in a legal and transparent manner, and is used to establish a professional relationship with you and provide you and/or the organization you represent with a better experience when engaging with Brewer Science.

Please be aware that Brewer Science **does not** sell personal data for monetary or other valuable consideration.

Brewer Science is responsible for deciding how we collect, hold, and use personal information about you; therefore, it is required under data protection legislation to notify you of the information contained in this Privacy Notice.

It is important that you read this notice to ensure you are aware of how and why your personal data will be collected and used and for how long it will usually be retained. This notice also outlines the rights you have regarding access to and modification of your personal data. In addition, it provides you with certain information that must be provided under relevant data protection laws.

1. Data protection principles

Brewer Science will comply with data protection laws, which state that the personal information we hold about you must be:

- Used lawfully, fairly, and in a transparent way
- Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes
- Accurate and kept up to date

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- Kept only as long as necessary for the purposes we have told you about
- Kept securely

2. The kind of information we hold about you and how your personal information is collected

Brewer Science will need to collect and retain certain information from you to provide you and/or the company you represent with our support, services, and products. To support our business relationship and for mutual legitimate business purposes, we will collect, store, and use the following categories of personal information as follows:

- **Information obtained from our business leaders and employees:** We may receive, as applicable, information related to your name, the company you represent, your designation/job role, and/or your contact information (e-mail address, phone number, etc.) from our business leaders and employees who have established professional and/or personal connections with you.
- **Information received prior to or during fulfillment of contractual services:** This may include your name, your designation/job role, the company you represent, your telephone number, and/or the e-mail address you provide us with during proposal discussions, contract negotiations, or for the duration of time for which Brewer Science provides the company you represent with services and our products.
- **Information obtained from third-party business contact directory and services:** Brewer Science has carefully selected and contracted with third-party agencies providing business contact directory services to obtain the name, title, company, work phone number, work e-mail address, and/or work address of potential business contacts.
- **Information when you access Brewer Science content on our third-party partner website(s):** From time to time, Brewer Science publishes through industry, leadership, marketing collateral, and webinars on third-party website platforms. By accessing our content, we may collect your name, your e-mail address, your contact number, your designation/job role, the company you represent, and/or any other Brewer Science content or links accessed.
- **Information obtained from public sources and professional networking platforms:** We may also collect information related to your name, any company or organization you represent, your designation/job role, and/or your e-mail address from public sources (where available) or professional network platforms, such as LinkedIn.

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- **Website use:** Currently we use a third-party marketing tool, Hotjar, to better understand our users' needs and to optimize our services and experience when using our website. This technology service helps Brewer Science better understand our users' experience (e.g. how much time they spend on which pages, which links they choose to click, what users do and don't like, etc.), and this enables us to build and maintain our services with user feedback. It uses cookies and other technologies to collect data on our users' behavior and their devices. This data includes a device's IP address (processed during your session and stored in a de-identified form), device screen size, device type (unique device identifiers), browser information, geographic location (country only), and the preferred language used to display our website. No other personal data is shared with Brewer Science. This information is stored on our behalf in a pseudonymized user profile. This third party is contractually forbidden to sell any of the data collected on our behalf.

When accessing our website, we will use your personal data:

- When you have consented, such as by "opting in," signing up for a newsletter, or requesting to receive information and updates from Brewer Science
- Where we need to perform a contract that we have entered into with you or the entity with whom you are employed, associated, or potentially could enter into in the future

Note: Providing your personal details via our website can be the first step in establishing a contractual business relationship between you or your company or other entity and Brewer Science.

- Where it is necessary for our legitimate interests and your interests and fundamental rights do not override these interests

Note: We make sure we consider and balance any potential impact on you or your company or other entity (both positive and negative) and your rights before we process your information for our legitimate interests.

- Where we need to comply with a legal or regulatory obligation in response to lawful requests by public authorities or to meet national security or law enforcement requirements

- **E-blast campaigns:** If you are a recipient of our marketing communications, we will track whenever you receive, open, or click a link from an e-mail you receive from Brewer Science.
- **Website cookies:** Cookies are small files placed on your computer or device when you use that device to visit a website. We use cookies for several reasons. Some cookies are required for technical reasons in order for our websites to operate properly, while others enable us to perform analytics, provide different functionality, or engage in targeted advertising. We employ cookies for several purposes:

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- Necessary website cookies. These cookies are strictly necessary to provide you with services available through our websites and are necessary for our websites to function properly. Because these cookies are essential to operate our websites, you are unable to opt out of these cookies, but necessary cookies do not collect any personal data.
- Functionality and performance cookies. These cookies are used to enhance the performance and functionality of our websites but are non-essential in their use. However, without these cookies, certain functionality may become unavailable, such as social media references.
- Analytics cookies. These cookies collect information that is used in aggregate form to help us understand how our websites are being used, provide information on how effective our marketing campaigns are, or help us customize our websites for you.
- Advertising cookies. These cookies are used to make advertising messages more relevant to you. They perform functions like preventing the same ad from continuously reappearing, ensuring ads are properly displayed for advertisers, and, in some cases, selecting advertisements that are based on your interests.

You have the right to decide whether to accept or reject cookies by updating your consent preference on our website.

- **Information to facilitate travel and lodging:** From time to time, we provide assistance to our stakeholders' representatives who are visiting our premises by facilitating travel and accommodation. In such cases, we would collect your name, your date of birth, your contact number, the company you represent, your e-mail address, your travel and accommodation preferences, and your passport and/or visa details.
- **Corporate marketing and community/industry events:** From time to time, Brewer Science may host various sales, marketing, industry, community, and thought leadership events. We may collect your name, your e-mail address, your contact number, your designation/job role, and/or the company/community you represent from such events. Additionally, our employees and business leaders may visit similar events conducted by other companies or forums. As part of these events, our employees and business leaders may receive business cards from you in order to establish a working relationship with you on behalf of the organization you represent.

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- **Information when you visit our facilities:** We will present our visitor privacy policies to you should you visit our locations. Should you wish to read these prior to your visit, please e-mail privacy@brewerscience.com.

We do not require “protected classifications” of sensitive personal information under the definitions in the CCPA and/or special categories of personal information under the definitions in the GDPR.

3. How we will use information about you

Brewer Science uses the information provided to us or that we collect about you to:

- Connect with you in order to inform you of new products or services we may offer, including keeping you apprised of our industry and marketing collateral to better assist your needs, in pursuit of our legitimate business purposes and on occasion with your consent
- Invite you to Brewer Science’s hosted or sponsored events that may be of interest to you based on your role within the company, community, or industry you represent, in pursuit of our legitimate business purpose
- Conduct market research and carry out marketing campaigns, in pursuit of our legitimate business purposes
- Fulfill our contractual obligations toward you and the company you represent, e.g., regular communication regarding order status, notifying issues/concerns, sharing data, and carrying out day-to-day business activities; this requires Brewer Science to create and maintain your details as a contact in our CRM database, which we use to store your contact details and keep a record of our interaction with you
- Communicate with you about our services and products in pursuit of our legitimate business interests (for example, to inform you of a change in our products or supply chain, or to send you critical alerts and other such notices related to our products or services)
- Develop new and improved products and services to help us better serve the company you represent and improve our overall service offerings in pursuit of our legitimate business purposes
- To process business payments
- Track whenever you receive, open, or click a link from an e-mail you receive from Brewer Science; we will carry out automated profiling of such information to evaluate your interest toward our service offerings or promotions. This processing will enable us to identify and target potential customers or business partners, tailor our marketing, and provide you with relevant and timely content based on your interests, in pursuit of our legitimate business interests.
- Improve our website’s functionality and improve your experience
- Ensure that you have a safe and welcomed visit to our facilities

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4. If you fail to provide personal information

If you fail to provide information when requested that may be necessary for us to fulfill a contractual obligation or for a legitimate business purpose, or you choose to withdraw your consent, we will not be able to proceed with the business relationship successfully.

5. Automated decision-making

You will not be subject to decisions that will have a significant impact on you based solely on automated decision-making.

6. Data sharing

Why might BSI share my personal information with service providers and third parties?

We will only share your personal information with service providers and third parties to support our business relationships, specifically with:

- Travel, lodging, and immigration partners that allow us to facilitate your travel needs
- Agiloft, our system for reviewing, approving, and storing business documentation and contracts
- DocuSign, for signing documentation and contracts
- HubSpot, our CRM system used for storing our business customers and details of our activities with that customer
- Hotjar, our web analytics and user feedback tool provides feedback on user behavior on our website and ad targeting
- Clover and Atradius, our systems for processing credit card payments and trade credit insurance services
- PayRecs, our accounting system for processing business payments
- Oracle, for storage of business customer contacts
- Google, for advertising and website analytics
- CookieYes, for compliant website cookie management and user opt-out functionality

All of our service providers and third-party entities in the group are required to take appropriate security measures to protect your personal information in line with our policies. We do not allow our service providers and third-party service providers to use your personal data for their own purposes. We only permit them to process your personal data for specified purposes and in accordance with our instructions.

Brewer Science would also be required to share your personal information when it is required or permitted by law, such as with regulators and law enforcement agencies.

Brewer Science is a global organization, and we have offices and operations in a number of international locations; therefore, we share personal data between the Brewer Science organization for business and administrative reasons only and between internal employees

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for the purpose it was provided, i.e., to fulfill a contractual obligation and for mutual legitimate business purposes.

Brewer Science does not sell any personal information.

Brewer Science does not knowingly collect or share personal information of consumers under 16 years of age.

7. Data security

Brewer Science has put in place measures to protect the security of your information.

The company takes responsibility for personal data transfers to service provider under CCPA. Therefore, service providers will only process your personal information on our instructions and where they have agreed to treat the information confidentially and keep it secure.

The company has put in place appropriate security measures to prevent your personal information from being accidentally lost, used or accessed in an unauthorized way, altered, or disclosed. In addition, we limit access to your personal information to those employees, agents, contractors, and other third parties who have a business need to know. They will only process your personal information on our instructions, and they are subject to a duty of confidentiality. To request details of these measures, please contact Brewer Science's Privacy Champion at privacy@brewerscience.com.

Brewer Science has put in place procedures to deal with any suspected data security breach and will notify you and any applicable supervisory authority of a suspected breach where we are legally required to do so.

8. Data retention

How long will BSI use my information?

Brewer Science will retain your personal information for as long as is reasonably necessary, taking into consideration Brewer Science's need to answer queries or resolve problems, any other purpose outlined above, or Brewer Science's need to comply with legal requirements under applicable law(s).

Unless Brewer Science has received a request for data to be deleted or an individual has proactively unsubscribed from our marketing activities, we will only retain your personal data for as long as necessary to fulfill the purpose for which we collect it.

9. EU-US Data Privacy Framework and UK Extension Compliance – Protecting your personal information when transferring it outside of the European Economic Area (EEA) or the UK

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Brewer Science uses reasonable and appropriate measures to protect personal data from loss or misuse and unauthorized access, disclosure, alteration, and destruction. In addition, Brewer Science limits access to your information to its employees and third parties that have a business reason to view this information. They will only process your information on our instructions and they are subject to a duty of confidentiality.

Brewer Science complies with the EU-U.S. Data Privacy Framework (EU-U.S. DPF) and the UK Extension to the EU-U.S. DPF as set forth by the U.S. Department of Commerce. Brewer Science has certified to the U.S. Department of Commerce that it adheres to the EU-U.S. Data Privacy Framework Principles (EU-U.S. DPF Principles) with regard to the processing of personal data received from the European Union and the United Kingdom in reliance on the EU-U.S. DPF and the UK Extension to the EU-U.S. DPF. If there is any conflict between the terms in this privacy policy and the EU-U.S. DPF Principles, the Principles shall govern. To learn more about the Data Privacy Framework program, and to view our certification, please visit <https://www.dataprivacyframework.gov/>. In compliance with the Data Privacy Principles, Brewer Science commits to resolve complaints about your privacy and our collection or use of your personal information. European Union and United Kingdom citizens with inquiries or complaints regarding this privacy policy should first contact Brewer Science at privacy@brewerscience.com.

Additionally, Brewer Science has committed to refer unresolved DPF Principles–related complaints to a U.S.-based independent dispute resolution mechanism, BBB NATIONAL PROGRAMS. If you do not receive timely acknowledgment of your complaint, or if your complaint is not satisfactorily addressed, please visit www.bbbprograms.org/dpf-complaints for more information and to file a complaint. This service is provided free of charge to you.

You do have the right to make a complaint at any time to your country’s supervisory authority for data protection issues.

EU Data Protection Authority: https://edpb.europa.eu/about-edpb/about-edpb/members_en

UK Data Protection Authority: <https://ico.org.uk/make-a-complaint/>

If your DPF complaint cannot be resolved through the above channels, under certain conditions you may invoke binding arbitration for some residual claims not resolved by other redress mechanisms.

Brewer Science is subject to the investigatory and enforcement powers of the U.S. Federal Trade Commission (FTC).

10. Accountability for onward transfer

If you are an EU or UK individual where we transfer your personal data to third-party service providers who perform services for us or on our behalf, we are responsible for the processing of that data by them and shall remain liable if they process your personal data in a manner inconsistent with the DPF Principles, unless we prove that we are not responsible for the event giving rise to the damage.

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11. Right to know

“Consumers” under the terms of CCPA have the right to access the personal information that we maintain about them up to two times in a 12-month period.

“Data subjects” under the terms of GDPR have the right to access the personal information that we maintain about them at any time.

Other local privacy laws and regulations may entitle you to that right as well. All requests should be directed to Brewer Science’s Privacy Champion, Kris Bieker.

E-mail: privacy@brewerscience.com

Tel: 1-(573) 364-0444 ex: 1955

Address:

2401 Brewer Drive

Rolla, MO 65401

The Company will respond to access requests from other jurisdictions as per the individual’s state laws and regulations.

12. Rights to correct, delete, and limit

Your rights in connection with personal information

Under certain circumstances, by law you have the right to:

- **Request correction** of the personal information that we hold about you; this enables you to have any incomplete or inaccurate information we hold about you corrected.
- **Request deletion** of your personal information up to two times in a 12-month period; this enables you to ask us to delete or remove personal information where there is no good reason for us to continue to process it.
- **Object to or limit processing** of your sensitive personal information where we are relying on a legitimate purpose and there is something about your particular situation that makes you want to object to processing on this ground.
- **Request to opt-out of sale or sharing** of your personal information; this enables you to request us to stop selling or sharing (for cross-context behavioral advertising) your personal information (“opt-out”), including through a user-enabled opt-out preference signal such as our cookie banner.
- **Request the restriction** of processing of your personal information; this enables you to ask us to suspend the processing of personal information about you, for example, if you want us to establish its accuracy or the reason for processing it.

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- **Request portability** of your personal information to another party.

If you want to review, verify, correct, or request deletion of your personal information, limit the processing of your personal data, or request that we transfer a copy of your personal information to another party, please contact Brewer Science's Privacy Champion directly.

E-mail: privacy@brewerscience.com

Tel: 1-(573) 364-0444 ex: 1955

Address:

2401 Brewer Drive

Rolla, MO 65401

Choices for personal information

If we propose to use your personal information for any purposes other than those described in this notice, we will offer you an effective way to opt out of the use of personal information for those other purposes. We will not collect or use any sensitive information for purposes other than those described in this notice unless we have obtained your prior consent or there is a legal reason to do so.

No fee required

You will not have to pay a fee to access your personal information or to exercise any other rights. However, we may refuse to comply with the request in certain circumstances.

Brewer Science will not discriminate against an individual because she or he has exercised her or his rights under any data protection legislation.

13. Privacy Champion

Brewer Science has appointed a Privacy Champion to oversee compliance with this Privacy Notice. If you have any questions about this Privacy Notice or how we handle your personal information, please contact our Privacy Champion, Kris Bieker. In the event that you wish to make a complaint about how your personal data is being processed by Brewer Science (or third parties), or how your complaint has been handled, you have the right to lodge a complaint directly with appropriate supervisory authorities and Brewer Science's Privacy Champion.

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