Personal Data Protection Policy

Teera-Mongkol Industry Public Company Limited (hereinafter is referred to as the 'Company') is aware of the importance of personal data protection. Thus, the Company has set the Personal Data Protection Policy. This policy explains the way to treat personal data such as the collection, to storage, the disclosure and all the rights of the owner of personal data so that each owner will know about the Personal Data Protection Policy of the Company. The Company announces the policy as follows.

1. Definition

"Personal Data" means information concerning a person that allows the identifiability of that person in both direct and indirect manner, but not including information of a deceased especially.

"Sensitive Information" means information that is truly related to personal matters of a person but it tends to make the owner receive unjust treats such as nationality, race, political opinion, belief in sect, religion or philosophy, sexual orientation, criminal record, health record, disability profile, work union membership, genetic profile, biological profile or any other information that affects the owner of the personal data in the same way that has been announced by the Personal Data Protection Committee.

"Personal Data Protection Committee" means the committee that has been established to be responsible for and authorized to control, supervise and issue the criteria, measures or other codes of conducts that are related to personal data protection in accordance with Personal Data Protection Act B.E. 2562 (A.D. 2019).

2. Personal Data Collection

The Company will collect personal data with the objectives, scope and methods that are lawful and fair. The collection will be done only as necessary for the operation under the objectives of the Company. The Company will only collect basic information such as email, name-surname, address or according to the methods of the Company. In the event that the Company collects sensitive information from the owner, the Company will request explicit consent from the owner prior to the collection unless the collection of personal data and sensitive information falls into the exception as specified in Personal Data Protection Act B.E. 2562 (A.D. 2019) or other laws.

3. Objective for the Collection or Use of Personal Data

The Company will collect or use personal data of employees and other people for the objectives not prohibited by law and/or for following the law or regulations that are related to the operation of the business. The Company will store and use the aforementioned information for the period of time necessary for the objectives that have been notified to the owner or prescribed by law only.

The Company will not take any action that is different from those indicated in the objectives for data collection except any of the following cases:

Head Office: 46/67-69 Moo 3, Leab Klong Siwapasawad Rd., Kokkrabue, Muang, Samut Sakhon 74000
Tel. +66(0)34-854-629 Fax. +66(0)34-854-630
Sale Office: 260/2 Charoen Nakorn Rd., Samrae, Thonburi, Bangkok 10600
Tel. + 66(0)2-877-9510-22 Fax. +66(0)2-877-9522-23
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(1) The new objective has been notified to the owner and the owner has given the consent already; or

(2) It is the compliance with Personal Data Act or any other applicable law.

4. Disclosure of Personal Data

The Company will not disclose personal data of the owner to anyone without the owner's consent, and will disclose the data according to the stated objectives only. However, for the benefit of the Company's operations and services to the data owner, it may be necessary for the Company to disclose the personal data of the owner to affiliates or other people both domestically and internationally, such as various service providers that must perform tasks related to personal data by disclosing personal data to such persons. The Company will proceed for those entities to keep the personal data confidential and shall not use such data for any purpose other than the scope specified by the Company.

In addition, the Company may disclose the personal data of the owner under the criteria prescribed by law, such as disclosure of data to government agencies, or government regulators, including in the case of a request to disclose information by virtue of law, such as request for information for prosecution or legal action, or request from private agencies or other third parties that are relevant to the legal process.

5. Direction for Personal Data Protection

The Company will set various measures, including security measures for personal data that are in line with laws, regulations, rules and practices on personal data protection for employees of the company and other relevant persons. This includes supporting and encouraging employees to have knowledge and awareness of their duties and responsibilities in the collection, storage, use and disclosure of personal data of data owners. Employees of the Company must comply with the policy and personal data protection practices as specified by the Company so that the Company can comply with the personal data protection policy and law accurately and efficiently.

6. Rights of Owner of Personal Data

Owner of personal data is entitled to take the following actions:

(6.1) The right to withdraw the consent for the processing of personal data that has been allowed before, provided that such withdrawal of consent does not affect the collection, use or disclosure of personal data that have been permitted before;

(6.2) The right to access his/her personal data and ask for the making of copy of his/her personal data and request for the disclosure of the attainment of personal data that has been attained without consent;

(6.3) The right to correct personal data;

(6.4) The right to delete personal data;

(6.5) The right to suspend the use of personal data;

(6.6) The right to request for transfer of personal data; and

(6.7) The right to object the processing of personal data.

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The owner can request to exercise all the aforementioned rights by submitting to the Company the literal request to exercise the right the form of which has been appended hereto. The Company will consider the request and notify the owner of the result of the consideration within 30 days from the day it receives such request. Also, the Company can deny the right of the owner of personal data in case where the law has prescribed so. P

7. Review and Amendment of Personal Data Protection Privacy

The Company may update or amend this policy from time to time to comply with legal requirements and changes in company operations, including suggestions and opinions from various agencies. The Company will clearly announce the change before starting to implement such change.

Announced on 21st March 2023

(Mr. Theerachai Prasitrattanaporn)

Chief Executive Officer and Managing Director

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