

Privacy statement Whistleblowing procedure

This privacy statement explains how Mainfreight collects, uses and shares personal data in the context of this procedure. This includes your personal data and that of those involved, such as the person(s) to whom the Report relates.

For more information about how we process your personal data, you can consult our privacy statement on Mainfreight.com and our privacy statement for our team members that has been made available to you locally.

Who collects your personal data and who is responsible?

We collect your personal data directly from you or from our other team members. We determine how and for what purpose your personal data will be processed in the context of this procedure. This means that we are considered a 'data controller' for this.

What personal data do we collect?

Under this procedure, the personal data we collect, and use may include:

- your name, job title and contact details;
- names, job titles and contact details of the persons reported; and
- (technical) data about the suspected abuse, which may be related to a specific person.

We never intentionally collect or process sensitive personal data, as defined by privacy regulations. However, if such sensitive personal data is included in a report, we will delete it unless there is a valid reason for processing it and we have a legal basis for doing so.

For what purpose do we process your personal data?

We will only use your personal data for the specific purposes related to this procedure, which is why we collected it. These purposes include:

- recording and following up on submitted reports;
- investigating alleged abuses; and
- taking appropriate action after completion of an investigation.

On what legal basis do we process your personal data?

We collect and process your personal data because this is obligated by law and/or necessary for the pursuit of our legitimate interests.

With whom do we share your personal data?

Personal data collected for the above purposes may be shared with external experts such as lawyers, advisors or (forensic) accountants when investigating a report of suspected misconduct. However, when we share data with these third parties, we ensure that they collect, use and retain only the information necessary to conduct their research as requested and in accordance with privacy regulations.

In addition, the personal data collected in the context of this procedure will only be disclosed to others if we are legally obliged to do so or if it is necessary to report criminal offenses.

Do we transfer your personal data outside the European Economic Area?

We will only transfer your personal data collected under this procedure outside the European Economic Area if this is reasonably necessary. If we transfer your personal data outside the European Economic Area, we will ensure that we follow all rules and measures required by privacy regulations to protect your personal data to the same level as within the European Economic Area.

How long do we keep your personal data?

Personal data relating to reports made under this procedure will be retained for as long as necessary to achieve the purposes of this procedure, to comply with legal requirements or within the relevant legal time limits.

Your personal data may be retained and used to manage our whistleblowing processes during your employment with Mainfreight, after your employment ends and for a period after you have left Mainfreight.

If disciplinary action is taken as a result of a submitted report, the record of such action will follow our employee record keeping procedures.

What can you do with your personal data?

You can ask your local Privacy Champion at any time if a report has been made against you. If a report is made, we will provide you with a written summary of your personal data, unless this would seriously hinder the investigation.

If your personal data is incorrect or incomplete, you can request us to correct or supplement it. In certain situations, you can also ask for your personal data to be deleted or processed to a limited extent.

Contact

If you have any questions or need assistance, please contact your local Privacy Champion.

