

Privacy Notice:

Hearshaw and Kinnes Analytical Laboratory (Pty) Ltd ("HKAL"), an affiliate as part of the SGS Group of Companies, has adopted a [Data Privacy Policy](#) which sets out the company's commitments relating to privacy and the protection of personal data. This Policy mandates all affiliates and employees of the Group to uphold the following principles whenever HKAL handles personal data:

- **Collecting and using personal data fairly and lawfully.** We strive to be transparent and open about the data we collect and only use it for the purposes that are known to the concerned individual
- **Respecting individual rights and choices.** We respect individual's decisions about the way their personal data is collected, treated and used by HKAL and its affiliates. This includes the right to access, correct and remove data held by HKAL
- **Managing data responsibly.** We know that the confidentiality and integrity of personal data is essential to maintain trust and we take adequate measures to protect personal data from the risks of unauthorized use or disclosure

The Data Privacy Global Leader supported by a network of local Data Privacy Officers and experts throughout our businesses and regions ensures the implementation of and compliance with our privacy commitments across our organization at a global level.

We are committed to fostering a culture where all HKAL employees have a clear understanding of how important data privacy is and how to ensure it is protected. Our data privacy awareness course is available for all existing employees and is part of the induction program of our new employees. It is supplemented by a dedicated e-learning program especially created for those employees who are involved with specific aspects of personal data like HR, marketing or IT departments.

In line with our Data Privacy Policy, our [Online Privacy Statement](#) describes how we collect, use and protect your personal data when you use or consult our website.

To access HKAL Privacy Notices for GDPR compliance, please consult HKAL's country-specific privacy policies, or read our global privacy notice for customers, suppliers and candidates.

If you have any questions about our data privacy commitments or wish to report a privacy incident, please complete our [online privacy request form](#).

This Statement applies to all HKAL Affiliates of the HKAL Group unless stricter data privacy rules apply locally, in which case local versions will be disclosed on local websites.