




Privacy and Personal Data Policy

November 2021

 Brazilian Nickel	Privacy Policy		
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1 Summary

Brazilian Nickel (Company number 8512513) and its subsidiaries (“BRN” or “Group”) respects the importance of its role in handling and storing personal data. This Privacy Policy explains how BRN will manage the personal data which it may collect, use, store and disclose in the course of its business relationship.

BRN’s Privacy Policy has been drafted to comply with the requirements of the privacy legislation in the jurisdictions in which it operates, including but not limited to The Data Protection Act 2018 which is the UK’s implementation of the EU’s General Data Protection Regulation (GDPR). BRN’s subsidiary Piauí Niquel Metais S.A. will comply with the Brazilian General Data Protection Law (LGPD), Federal Law no. 13,709/2018. The LGPD is Brazil’s first comprehensive data protection regulation and it is largely aligned to GDPR.

Please contact BRN to discuss any aspect of this Policy by sending a message to info@brnickel.com.


2 The legal basis for data collection and processing

BRN must have a valid lawful basis in order to process personal data. The principles of privacy and data protection required by law and applied by BRN are set out below in section 4.

In circumstances where BRN could reasonably achieve the same purpose without processing personal data, BRN would not have a lawful basis. BRN will therefore determine a lawful basis before it begins processing any personal data.

Furthermore, BRN privacy notices will include a statement of its lawful basis for processing as well as the purposes of the processing. BRN will therefore:

- review the purposes of its processing activities, and select the most appropriate lawful basis (or bases) for each activity;
- verify that the processing is necessary for the relevant purpose, and that BRN is satisfied that there is no other reasonable way to achieve that purpose;
- document its decision as to which lawful basis applies to demonstrate compliance; and
- include information about both the purposes of the processing and the lawful basis for the processing in its privacy notice.

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3 How BRN may collect and use personal data

BRN may collect and use personal data:

- when it is necessary for the performance of a contract or for pre-contractual negotiation. BRN may also disclose personal data to its business partners, suppliers and sub-contractors where necessary for BRN to do so;
- when we are required to do so by law;
- when BRN has sought and received a person's free and informed consent; or
- when BRN has other legitimate interests that do not override personal interests or rights.

BRN may also use personal data in the following situations:

- where BRN needs to protect a person's interests (or the interests of another person);
- where it is needed in the public interest;
- where a person is required to provide personal data to BRN in relation to a contract where it may otherwise not be able to perform that contract without such data;
- BRN may process personal data to assist in the detection or prevention of crime or to protect the vital interest of the person or any other person;
- BRN may share personal information with companies in our Group where this is in our legitimate interests, including for administration purposes.


Please note that, in some cases, a member of our Group may contact a person in connection with a query that person has made of BRN.

4 Principles of privacy and data protection

Everyone responsible for using personal data has to follow strict rules called 'data protection principles'. BRN will make sure the information is:

- used fairly, lawfully and transparently
- used for specified, explicit purposes
- used in a way that is adequate, relevant and limited to only what is necessary
- accurate and, where necessary, kept up to date
- kept for no longer than is necessary
- handled in a way that ensures appropriate security, including protection against unlawful or unauthorised processing, access, loss, destruction or damage

There is stronger legal protection for more sensitive information. Information on personal data BRN may keep for an employee and relating to sensitive information is set out in section 9.

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5 What personal data may BRN collect?

BRN may collect information about a person when a person uses its website or when a person contacts BRN.

This might include, for example, a person’s email address, telephone number, name, occupation, employment details ,and country of residence or other demographic information.

BRN may also collect information about personal computers or other devices, including, where available, the associated IP address, operating system and internet browser, for BRN’s system administration purposes.

BRN may collect personal information about a person so that it can contact them, in order than they may receive the services which they have requested or information for which they have subscribed and, if the person agrees, so that BRN may contact them by email with information about BRNand its products and services which may be of interest to them.

BRN may also use this information to personalise or enhance a person’s internet browser experience.

6 Opting Out

If a person has requested information from BRN and subsequently change their mind, that person can email BRN at info@brnickel.com and BRN will act on any request to stop providing information.


7 Security of personal data

The data that BRN collects from a person may be transferred to, and stored at, a destination outside the European Economic Area (“**EEA**”), for example to Brazil. Personal data may also be processed by Group staff operating outside the EEA, again for example, in Brazil.

A jurisdiction outside the EEA may not have the same level of protection of personal data considered appropriate by the European Union. Where personal data is processed outside the EEA, BRN will take all reasonable steps to ensure that it is properly protected and will ensure that any transfer from the EEA is made in accordance with applicable law (including where appropriate by use of the EU model clauses). The EEA comprises the EU member states, the United Kingdom, Norway, Iceland and Liechtenstein.

At all times BRN will take such steps as are reasonable in the circumstances to protect personal data from unauthorised access, unnecessary duplication, modification and disclosure or for uses not consistent with this policy. These measures include having appropriate policies in place, staff training, utilization of passwords and network-wide security measures.

Transmission of information via the internet may not be completely secure. BRN and its service providers

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will use all possible measures to protect personal data, but BRN cannot guarantee the security of personal data transmitted to our website. The transmission of personal data is at the person's own risk.

8 Personal data rights

A person has the right to:

- be informed of the reasons why BRN collects personal data;
- request a copy of personal data held by BRN;
- request correction or deletion of personal information; and
- ask BRN to stop processing personal data for direct marketing process.

If a person has a question about the BRN privacy policy or how BRN handles their personal data, they should contact BRN's Data protection Officer at info@brnickel.com.

BRN is required to provide a copy of information within one month, or to explain why there is any delay. There are some circumstances where BRN may be restrained from providing or correcting personal information. If prohibited to do so, BRN will advise the reason why it cannot comply with a person's request.

A person has the right to make a complaint at any time to a relevant data protection authority including to the Information Commissioner's Office (ICO), the UK supervisory authority for data protection issues.

More information about personal data rights is available at www.ico.org.uk and on other websites provided by relevant data protection authorities.


9 Employee data

Personal data BRN can keep about an employee

BRN must keep its employees' personal data safe, secure and up to date.

BRN can keep the following data about its employees without employees' permission:

- name
- address
- date of birth
- sex
- education and qualifications
- work experience
- National Insurance number
- tax code
- emergency contact details
- employment history with the Group

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- employment terms and conditions (eg pay, hours of work, holidays, benefits, absence)
- any accidents connected with work
- any training taken
- any disciplinary action

BRN needs its employees' permission to keep certain types of 'sensitive' data, including:

- race and ethnicity
- religion
- political membership or opinions
- trade union membership
- genetics
- biometrics, for example if your fingerprints are used for identification
- health and medical conditions
- sexual history or orientation

Employers must keep sensitive data more securely than other types of data.