



PRIVACY NOTICE FOR FARMERS

During the course of your relationship with Pilgrim's Pride Ltd. ("PPL"), we will process your personal data in accordance with this privacy notice. We are committed to protecting and respecting your privacy. PPL is the 'controller' in relation to the personal data which is collected and processed in connection with our business relationship.

This privacy notice sets out the basis on which any personal data we collect from you, or that you provide to us, will be processed by us. Please read this carefully to ensure you understand our processes regarding your personal data and how we will treat it.

1. COLLECTION OF PERSONAL DATA

Personal data, or personal information, means any information from which that person can be identified. It does not include data where the identity of the person has been removed (anonymous data).

Depending on your relationship with PPL, we may collect and process the following information:

- Contact information for farmer and any employees/workers (first name, surname email, telephone number, position, details of any foreign language spoken)
- Farm name and address
- Farm holding number (CPH) and associated slapmark(s)
- PPL internal farm reference number (for internal use only by PPL for pig booking and payments)
- Bank details (if you are a direct supplier as opposed to supplying through a marketing group)
- Contact details for the veterinary practice associated with your holding(s)
- information relating to compliance and any non-compliance by farmer or any employees/workers with modern slavery legislation, worker welfare guidance and customer worker welfare standards (where applicable) and all applicable employment and health and safety legislation
- training records for farmer and employees, where training is provided by PPL or a third party training provider

We do not collect any special categories of personal data about you (this includes details about your race or ethnicity, religious or philosophical beliefs, sex life, sexual orientation, political opinions, trade union membership, information about your health, genetic and biometric data).

As part of our business relationship, we require you to notify us of any potential or actual prosecutions for breaches of legislation relating to animal welfare, environmental protection or health safety against you or any business you own or manage. Otherwise, we do not collect any information about criminal convictions or offences.

We may, from time to time, operate an ethics and compliance hotline to allow both employees and third parties to raise any concerns they might have in relation to our operations that employees and third parties cannot or do not feel able to raise in other ways. We have appointed an independent third party provider to operate the ethics and compliance hotline to allow for an element of confidentiality. However, you will appreciate that in order to investigate and deal with certain reported matters, it may be necessary for the information you provide to the ethics and compliance hotline (which may include personal data) to be shared with us, or our group companies. We will use any data for the purposes of investigating the matter to which it relates.



2. PROCESSING OF PERSONAL DATA

We process the information, including personal data, that we receive as part of the arrangement for the supply of pigs into our abattoirs, which includes: the processing of pig payments, ensuring compliance with various farm assurance and worker welfare standards and customer worker welfare standards (where applicable), traceability checks as part of customer audits and where applicable, administration of membership of various farming and welfare associations.

We are permitted to process any criminal convictions data under the Data Protection Act 2018 to comply with regulatory requirements which involve us taking steps to establish whether another person has committed an unlawful act or has been involved in dishonesty, malpractice or other seriously improper conduct.

The basis of our processing of your personal data is to enable us to perform our contract with you and to pursue our legitimate interests as a vertically integrated pig producer, processor and supplier of pork. Furthermore, your personal data may be processed on the basis of your consent, e.g. if you have consented to the disclosure of your personal data to specific recipients.

The list of reasons and purposes may be ongoing and updated in order to comply with other business needs and/or statutory requirements.

If you fail to provide certain information when requested, we may not be able to perform the contract we are trying to enter into with you or have entered into with you, or we may be prevented from complying with our legal obligations.

3. WITH WHOM WILL WE SHARE YOUR PERSONAL DATA?

Your information may be transferred/disclosed to the following recipients:

- Veterinary practices
- Service providers (including logistics providers, farm audit bodies and companies, IT service and support providers (including supply chain mapping, audit mapping and reporting IT software)),
- Key strategic customers (limited to information in relation to compliance with worker welfare, modern slavery, employment and health and safety legislation and contact details for purposes of retail customers inviting you to supplier events)
- Government authorities such as Department for Environment, Food and Rural Affairs, Animal and Plant Health Agency, Food Standards Agency and Trading Standards
- Legal advisors, insurers, accountants and auditors

4. INTERNATIONAL TRANSFERS

If your personal data is transferred to data controllers or data processors located in countries outside the United Kingdom and the EEA, including group entities, not ensuring an adequate level of data protection, such transfer will be safeguarded by either the EU Commission's Standard Contractual Clauses or Standard Contractual Clauses issued by the Information Commissioner pursuant to section 119A of the Data Protection Act 2018, other appropriate safeguards, or any approved derogations under applicable data protection legislation. Otherwise, you will be asked to provide your explicit consent to the transfer.

5. STORAGE OF PERSONAL DATA

As a general rule, your personal data will be kept for as long as necessary to fulfil the purposes we collected it for, including for the purposes of satisfying any legal, accounting, or reporting requirements. To determine



the appropriate retention period for personal data, we may consider the amount, nature and sensitivity of the personal data, the potential risk of harm from unauthorised use or disclosure of your personal data, the purposes for which we process your personal data and whether we can achieve those purposes through other means, and the applicable legal requirements.

If our business relationship no longer exists we will store your personal data as required by law.

6. SECURITY

We have put in place appropriate security measures to prevent your personal information from being accidentally lost, used or accessed in an unauthorised 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.

We have put in place procedures to deal with any suspected security breach and will notify you and any applicable regulator of a suspected breach where we are legally required to do so.

7. YOUR RIGHTS

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

- **Request access** to your personal information (commonly known as a "data subject access request"). This enables you to receive a copy of the personal information we hold about you and to check that we are lawfully processing it.
- **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 erasure** of your personal information. This enables you to ask us to delete or remove personal information where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your personal information where you have exercised your right to object to processing (see below).
- **Object to processing** of your personal information where we are relying on a legitimate interest (or those of a third party) and there is something about your particular situation which makes you want to object to processing on this ground. You also have the right to object where we are processing your personal information for direct marketing purposes.
- **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.
- **Request the transfer** of your personal information to another party.

If you want to review, verify, correct or request erasure of your personal information, object to the processing of your personal data, or request that we transfer a copy of your personal information to another party, please contact: farmerdata@pilgrimsuk.com



Right to withdraw consent

In the very limited circumstances where you may have provided your consent to the collection, processing and transfer of personal information for a specific purpose, you have the right to withdraw your consent for that processing of your personal data at any time. To withdraw your consent, please contact: farmerdata@pilgrimsuk.com

Once we have received notification that you have withdrawn your consent, we will no longer process your personal data for that purpose and we will dispose of your personal data securely, unless we are permitted or required by law or regulatory requirements to process your personal data without your knowledge or consent. In such a case, we will not process more personal data than is required under the circumstances.

8. CHANGES TO OUR PRIVACY NOTICE

We reserve the right to update this privacy notice at any time and we will provide you with a new privacy notice where we make substantial changes.

9. CONTACT AND COMPLAINTS

If you want to exercise any of your rights, if you have any questions regarding this privacy notice or the processing of your personal data, you may contact: farmerdata@pilgrimsuk.com

If you have any complaints regarding the processing of your personal data, please do not hesitate to contact us. You can also file a complaint with the competent supervisory authority:

Information Commissioner's Office ("ICO")
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AT
Telephone: 0303 123 1113 or 01625 545745
Live chat and online reporting – www.ico.org.uk

We would, however, appreciate the opportunity to deal with your concerns before you approach the ICO so please contact us in the first instance.