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Privacy Notice for Whistleblowing in the European Union

We have set up an internal reporting office in our company in accordance with the EU Whistleblower Protection Directive adopted by the European Parliament and the European Council on October 23, 2019.

This Whistleblowing Privacy Notice describes how W. L. Gore & Associates, Inc. and its affiliate and subsidiary companies globally (together, "**Gore**", "**we**", "**us**", "**our**") process personal information regarding Whistleblowing.

Information we collect

If you make a report to the internal reporting office as a whistleblower, we will process your personal data if you share it with us.

If you create an "account" with the whistleblower protection system used by us, only a password will be saved to enable you to log in to the system at a later date. Alternatively, you can enter an e-mail address or phone number if you wish to communicate with us via these methods. Data that is technically generated in connection with the use of the system (IP address etc.) is anonymized immediately. We cannot derive any personal reference from this data.

If you are a person who is the subject of a report, we process the information provided to us by the whistleblower or other persons. We also process the information that we receive in connection with further measures, follow-up measures and further investigations.

If you support us as a supporting person in connection with the clarification and processing of the facts, we will also store your name and other information provided by you in the relevant process.

Purposes and Legal Bases

The purpose of the processing is to fulfill the obligations arising from the EU Whistleblower Protection Directive and the EU country specific regulations.

The legal basis for the processing is regularly Art. 6 para. 1 lit. c) GDPR in conjunction with respective sections in the EU country specific regulations. Another legal basis may be consent (Art. 6 para. 1 lit. a) GDPR).

Insofar as special categories of personal data within the meaning of Art. 9 GDPR are processed, Art. 9 para. 2 lit. b) and g) GDPR in conjunction with respective sections in the EU country specific regulations is the legal basis for processing this data.



Retention

We retain data in connection with a report for three years after completion of the procedure by the internal reporting office. However, data may be processed for longer in order to meet the requirements of the EU Whistleblower Protection Directive and the EU country specific regulations or other legal provisions, as long as this is necessary and proportionate.

Internal and External Data Transfer and Location of Data Processing

Your personal data may be passed on within the company if this is necessary for checking and processing the report and in connection with follow-up measures. Disclosure may also be made to other bodies, provided the legal requirements are met. These may include, in particular, law enforcement authorities, competent administrative authorities, and courts.

Recipients of data may also be the companies that provide us with the software system or the technical support in the operation, maintenance and servicing of the IT systems with which we implement the tasks of the internal reporting office.

The data is always processed on dedicated IT systems on our premises/in our server cloud or the premises/the server cloud of the software provider. Access to the IT systems we use is limited to a need-to-know basis.

If data subject data is processed by service providers, we ensure that this is done in compliance with data protection regulations.

In the event that we transfer your personal data outside the European Economic Area, we ensure that your data is protected in a manner which is consistent with the General Data Protection Regulation. Therefore, and if required by applicable law, we take the following measures:

- We share your personal data with affiliated companies outside the European Economic Area only if they have implemented an intragroup data transfer agreement enabling sufficient guarantees for the protection of personal data including international transfers.
- We transfer personal data to external recipients outside the European Economic Area only after establishing that appropriate safeguards exist between us and the recipient. You may request further information about the safeguards implemented in relation to specific transfers by contacting dataprivacyoffice@wlgore.com.

Your Rights

You have the right to information about the personal data we process about you. Furthermore, you have a right to rectification or erasure or to restriction of processing, insofar as you are legally entitled to do so.



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You have the right to object to the processing and your objection would be assessed within the framework of the legal requirements.

The same applies to the right to data portability.

In case of data privacy related concerns and requests, we encourage you to contact our Data Privacy Organization at dataprivacyoffice@wlgore.com. Besides contacting the Data Privacy Office, you always have the right to approach the competent data protection authority with your request or complaint.

A list and contact details of local data protection authorities is available [here](#).