

VICONIC SPORTING DATA PROTECTION POLICY STATEMENT

Document Control
Reference: GDPR DOC 1.0
Issue No: VSITGDP1.0
Issue Date: 6/13/2018
Page: 1 of 10

1. Introduction

1.1 Background to the General Data Protection Regulation ('GDPR')

The General Data Protection Regulation 2016 replaces the EU Data Protection Directive of 1995 and supersedes the laws of individual Member States that were developed in compliance with the Data Protection Directive 95/46/EC. Its purpose is to protect the "rights and freedoms" of natural persons (i.e. living individuals) and to ensure that personal data is not processed without their knowledge, and, wherever possible, that it is processed with their consent.

1.2 Definitions used by the organisation (drawn from the GDPR)

Material scope (Article 2) – the GDPR applies to the processing of personal data wholly or partly by automated means (i.e. by computer) and to the processing other than by automated means of personal data (i.e. paper records) that form part of a filing system or are intended to form part of a filing system.

Territorial scope (Article 3) – the GDPR will apply to all controllers that are established in the EU (European Union) who process the personal data of data subjects, in the context of that establishment. It will also apply to controllers outside of the EU that process personal data in order to offer goods and services, or monitor the behavior of data subjects who are resident in the EU.

1.3 Article 4 definitions

Establishment – the main establishment of the controller in the EU will be the place in which the controller makes the main decisions as to the purpose and means of its data processing activities. The main establishment of a processor in the EU will be its administrative centre. If a controller is based outside the EU, it will have to appoint a representative in the jurisdiction in which the controller operates to act on behalf of the controller and deal with supervisory authorities.

Personal data – any information relating to an identified or identifiable natural person ('data subject'); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

Special categories of personal data – personal data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade-union membership, and the processing of genetic data, biometric data for the purpose of uniquely identifying a natural person, data concerning health or data concerning a natural person's sex life or sexual orientation.

Data controller – the natural or legal person, public authority, agency or other body which, alone or jointly with others, determines the purposes and means of the processing of personal data; where the purposes and means of such processing are determined by Union or Member State law, the controller or the specific criteria for its nomination may be provided for by Union or Member State law.

Data subject – any living individual who is the subject of personal data held by an organization.

VICONIC SPORTING DATA PROTECTION POLICY STATEMENT

Document Control
Reference: GDPR DOC 1.0
Issue No: VSITGDP1.0
Issue Date: 6/13/2018
Page: 2 of 10

Processing – any operation or set of operations which is performed on personal data or on sets of personal data, whether or not by automated means, such as collection, recording, organization, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction.

Profiling – is any form of automated processing of personal data intended to evaluate certain personal aspects relating to a natural person, or to analyze or predict that person's performance at work, economic situation, location, health, personal preferences, reliability, or behavior. This definition is linked to the right of the data subject to object to profiling and a right to be informed about the existence of profiling, of measures based on profiling and the envisaged effects of profiling on the individual.

Personal data breach – a breach of security leading to the accidental, or unlawful, destruction, loss, alteration, unauthorized disclosure of, or access to, personal data transmitted, stored or otherwise processed. There is an obligation on the controller to report personal data breaches to the supervisory authority and where the breach is likely to adversely affect the personal data or privacy of the data subject.

Data subject consent - means any freely given, specific, informed and unambiguous indication of the data subject's wishes by which he or she, by a statement or by a clear affirmative action, signifies agreement to the processing of personal data.

Child – the GDPR defines a child as anyone under the age of 16 years old, although this may be lowered to 13 by Member State law. The processing of personal data of a child is only lawful if parental or custodian consent has been obtained. The controller shall make reasonable efforts to verify in such cases that consent is given or authorized by the holder of parental responsibility over the child.

Third party – a natural or legal person, public authority, agency or body other than the data subject, controller, processor and persons who, under the direct authority of the controller or processor, are authorized to process personal data.

Filing system – any structured set of personal data which are accessible according to specific criteria, whether centralized, decentralized or dispersed on a functional or geographical basis.

2. Policy statement

- 2.1 The Board of Directors and management of Viconic Sporting, located at Organisation Address are committed to compliance with all relevant EU and Member State laws in respect of personal data, and the protection of the "rights and freedoms" of individuals whose information Viconic Sporting collects and processes in accordance with the General Data Protection Regulation (GDPR).
- 2.2 Data Protection Officer/GDPR Owner is responsible for reviewing the register of processing annually in the light of any changes to Viconic Sporting's activities (as determined by changes to the data inventory register and the management review) and to any additional requirements identified by means of data protection impact

VICONIC SPORTING DATA PROTECTION POLICY STATEMENT

Document Control
Reference: GDPR DOC 1.0
Issue No: VSITGDP1.0
Issue Date: 6/13/2018
Page: 3 of 10

assessments. This register needs to be available on the supervisory authority's request.

- 2.3 This policy applies to all Employees/Staff *and interested parties* of Viconic Sporting such as outsourced suppliers. Any breach of the GDPR or this PIMS will be dealt with under Viconic Sporting's disciplinary policy and may also be a criminal offence, in which case the matter will be reported as soon as possible to the appropriate authorities.
- 2.4 Partners and any third parties working with or for Viconic Sporting, and who have or may have access to personal data, will be expected to have read, understood and to comply with this policy. No third party may access personal data held by Viconic Sporting without having first entered into a data confidentiality agreement, which imposes on the third party obligations no less onerous than those to which Viconic Sporting is committed, and which gives Viconic Sporting the right to audit compliance with the agreement.

3. Responsibilities and roles under the General Data Protection Regulation

- 3.1 Top Management and all those in managerial or supervisory roles throughout Viconic Sporting are responsible for developing and encouraging good information handling practices within Viconic Sporting; responsibilities are set out in individual job descriptions.
- 3.2 Data Protection Officer/GDPR Owner Job Description and Data Protection Job Description Responsibilities, should be a member of the senior management team, is accountable to Board of Directors of Viconic Sporting for the management of personal data within Viconic Sporting and for ensuring that compliance with data protection legislation and good practice can be demonstrated. This accountability includes:
 - 3.2.1 development and implementation of the GDPR as required by this policy; and
 - 3.2.2 security and risk management in relation to compliance with the policy.
- 3.3 Data Protection Officer, who Board of Directors considers to be suitably qualified and experienced, has been appointed to take responsibility for Viconic Sporting's compliance with this policy on a day-to-day basis and, in particular, has direct responsibility for ensuring that Viconic Sporting complies with the GDPR, as do Manager/Executive's in respect of data processing that takes place within their area of responsibility.
- 3.4 The Data Protection Officer/GDPR Owner have specific responsibilities in respect of procedures such as the Subject Access Request Procedure and are the first point of call for Employees/Staff seeking clarification on any aspect of data protection compliance.
- 3.5 Compliance with data protection legislation is the responsibility of all Employees/Staff of Viconic Sporting who process personal data.
- 3.6 Employees/Staff of Viconic Sporting are responsible for ensuring that any personal data about them and supplied by them to Viconic Sporting is accurate and up-to-date.

VICONIC SPORTING DATA PROTECTION POLICY STATEMENT

Document Control
Reference: GDPR DOC 1.0
Issue No: VSITGDP1.0
Issue Date: 6/13/2018
Page: 4 of 10

4. Data protection principles

All processing of personal data must be conducted in accordance with the data protection principles as set out in Article 5 of the GDPR. Viconic Sporting's policies and procedures are designed to ensure compliance with the principles.

4.1 Personal data must be processed lawfully, fairly and transparently

Lawful – identify a lawful basis before you can process personal data. These are often referred to as the "conditions for processing", for example consent.

In order for processing to be fair, the data controller has to make certain information available to the data subjects as practicable. This applies whether the personal data was obtained directly from the data subjects or from other sources.

The GDPR has increased requirements about what information should be available to data subjects, which is covered in the 'Transparency' requirement.

Transparently – the GDPR includes rules on giving privacy information to data subjects in Articles 12, 13 and 14. These are detailed and specific, placing an emphasis on making privacy notices understandable and accessible. Information must be communicated to the data subject in an intelligible form using clear and plain language.

The specific information that must be provided to the data subject must, as a minimum, include:

- 4.1.1 the identity and the contact details of the controller and, if any, of the controller's representative;
- 4.1.2 the contact details of the Data Protection Officer;
- 4.1.3 the purposes of the processing for which the personal data are intended as well as the legal basis for the processing;
- 4.1.4 the period for which the personal data will be stored;
- 4.1.5 the existence of the rights to request access, rectification, erasure or to object to the processing, and the conditions (or lack of) relating to exercising these rights, such as whether the lawfulness of previous processing will be affected;
- 4.1.6 the categories of personal data concerned;
- 4.1.7 the recipients or categories of recipients of the personal data, where applicable;
- 4.1.8 where applicable, that the controller intends to transfer personal data to a recipient in a third country and the level of protection afforded to the data;
- 4.1.9 any further information necessary to guarantee fair processing.

4.2 Personal data can only be collected for specific, explicit and legitimate purposes

Data obtained for specified purposes must not be used for a purpose that differs from those formally notified to the supervisory authority as part of Viconic Sporting's GDPR register of processing.

4.3 Personal data must be adequate, relevant and limited to what is necessary for processing

- 4.3.1 The Data Protection Officer/GDPR Owner is responsible for ensuring that Viconic Sporting does not collect information that is not strictly necessary for the purpose for which it is obtained.

VICONIC SPORTING DATA PROTECTION POLICY STATEMENT

Document Control

Reference: GDPR DOC 1.0

Issue No: VSITGDP1.0

Issue Date: 6/13/2018

Page: 5 of 10

- 4.3.2 All data collection forms (electronic or paper-based), including data collection requirements in new information systems, must include a fair processing statement or link to privacy statement and approved by the Data Protection Officer / GDPR Owner.
- 4.3.3 The Data Protection Officer / GDPR Owner will ensure that, on an annual basis all data collection methods are reviewed by an internal audit team to ensure that collected data continues to be adequate.
- 4.4 Personal data must be accurate and kept up to date with every effort to erase or rectify without delay
- 4.4.1 Data that is stored by the data controller must be reviewed and updated as necessary. No data should be kept unless it is reasonable to assume that it is accurate.
- 4.4.2 The Data Protection Officer is responsible for ensuring that all staff are trained in the importance of collecting accurate data and maintaining it.
- 4.4.3 It is also the responsibility of the data subject to ensure that data held by Viconic Sporting is accurate and up to date. Completion of a registration or application form by a data subject will include a statement that the data contained therein is accurate at the date of submission.
- 4.4.4 Employees/Staff should be required to notify Viconic Sporting of any changes in circumstance to enable personal records to be updated accordingly.
- 4.4.5 The Data Protection Officer / GDPR Owner is responsible for ensuring that appropriate procedures and policies are in place to keep personal data accurate and up to date, taking into account the volume of data collected, the speed with which it might change and any other relevant factors.
- 4.4.6 On at least an annual basis, the Data Protection Officer / GDPR Owner will review the retention dates of all the personal data processed by Viconic Sporting, by reference to the data inventory, and will identify any data that is no longer required in the context of the registered purpose. This data will be securely deleted/destroyed.
- 4.5 Personal data must be processed in a manner that ensures the appropriate security.
- The Data Protection Officer / GDPR Owner will carry out a risk assessment taking into account all the circumstances of Viconic Sporting's controlling or processing operations.

In determining appropriateness, the Data Protection Officer / GDPR Owner should also consider the extent of possible damage or loss that might be caused to individuals (e.g. staff or customers) if a security breach occurs, the effect of any security breach on Viconic Sporting itself, and any likely reputational damage including the possible loss of customer trust.

When assessing appropriate technical measures, the Data Protection Officer / GDPR Owner will consider the following:

- Password protection
- Automatic locking of idle terminals
- Virus checking software and firewalls
- Role-based access rights including those assigned to temporary staff
- Security of local and wide area networks

VICONIC SPORTING DATA PROTECTION POLICY STATEMENT

Document Control
Reference: GDPR DOC 1.0
Issue No: VSITGDP1.0
Issue Date: 6/13/2018
Page: 6 of 10

When assessing appropriate organizational measures the Data Protection Officer / GDPR Owner will consider the following:

- The appropriate training levels throughout Organisation Name;
- Measures that consider the reliability of employees (such as references etc.);
- The inclusion of data protection in employment contracts;
- Identification of disciplinary action measures for data breaches;
- Monitoring of staff for compliance with relevant security standards;
- Storing of paper based data in lockable fire-proof cabinets;
- Adopting clear rules about passwords;
- Making regular backups of personal data and storing the media off-site;

These controls have been selected on the basis of identified risks to personal data, and the potential for damage or distress to individuals whose data is being processed.

5. Data subjects' rights

- 5.1 Data subjects have the following rights regarding data processing, and the data that is recorded about them:
- 5.1.1 To make subject access requests regarding the nature of information held and to whom it has been disclosed.
 - 5.1.2 To prevent processing likely to cause damage or distress.
 - 5.1.3 To prevent processing for purposes of direct marketing.
 - 5.1.4 To be informed about the mechanics of automated decision-taking process that will significantly affect them.
 - 5.1.5 To not have significant decisions that will affect them taken solely by automated process.
 - 5.1.6 To sue for compensation if they suffer damage by any contravention of the GDPR.
 - 5.1.7 To take action to rectify, block, erased, including the right to be forgotten, or destroy inaccurate data.
 - 5.1.8 To request the supervisory authority to assess whether any provision of the GDPR has been contravened.
 - 5.1.9 To have personal data provided to them in a structured, commonly used and machine-readable format, and the right to have that data transmitted to another controller.
 - 5.1.10 To object to any automated profiling that is occurring without consent.
- 5.2 Viconic Sporting ensures that data subjects may exercise these rights:
- 5.2.1 Data subjects may make data access requests as described in Subject Access Request Procedure; this procedure also describes how Viconic Sporting will ensure that its response to the data access request complies with the requirements of the GDPR.
 - 5.2.2 Data subjects have the right to complain to Organisation Name related to the processing of their personal data, the handling of a request from a data subject and appeals from a data subject on how complaints have been handled in line with the Complaints Procedure.

VICONIC SPORTING DATA PROTECTION POLICY STATEMENT

Document Control
Reference: GDPR DOC 1.0
Issue No: VSITGDP1.0
Issue Date: 6/13/2018
Page: 7 of 10

6. Consent

- 6.1 Viconic Sporting understands 'consent' to mean that it has been explicitly and freely given, and a specific, informed and unambiguous indication of the data subject's wishes that, by statement or by a clear affirmative action, signifies agreement to the processing of personal data relating to him or her. The data subject can withdraw their consent at any time.
- 6.2 Viconic Sporting understands 'consent' to mean that the data subject has been fully informed of the intended processing and has signified their agreement, while in a fit state of mind to do so and without pressure being exerted upon them. Consent obtained under duress or on the basis of misleading information will not be a valid basis for processing.
- 6.3 There must be some active communication between the parties to demonstrate active consent. Consent cannot be inferred from non-response to a communication.
- 6.4 For sensitive data, explicit written consent of data subjects must be obtained unless an alternative legitimate basis for processing exists.
- 6.5 In most instances, consent to process personal and sensitive data is obtained routinely by Viconic Sporting using standard consent documents e.g. when a new client signs a contract, or during induction for participants on programmes.
- 6.6 Where Viconic Sporting provides online services to children, parental or custodial authorisation must be obtained. This requirement applies to children under the age of 16 (unless the Member State has made provision for a lower age limit, which may be no lower than 13).

7. Security of data

- 7.1 All Employees/Staff are responsible for ensuring that any personal data that Viconic Sporting holds and for which they are responsible, is kept securely and is not under any conditions disclosed to any third party unless that third party has been specifically authorised by Viconic Sporting.
- 7.2 All personal data should be accessible only to those who need to use it. All personal data should be treated with the highest security and must be kept:
 - in a lockable room with controlled access; and/or
 - in a locked drawer or filing cabinet; and/or
 - if computerized, password protected and/or
 - stored on (removable) computer media which are encrypted.
- 7.3 Care must be taken to ensure that PC screens and terminals are not visible except to authorise Employees/Staff of Viconic Sporting. All Employees/Staff are required to enter into a Technology Use Policy before they are given access to organisational information of any sort.
- 7.4 Manual records may not be left where they can be accessed by unauthorised personnel and may not be removed from business premises without explicit authorization. As soon as manual records are no longer required for day-to-day client support, they must be removed from secure archiving.
- 7.5 Personal data may only be deleted or disposed of in line with the Retention of Records Procedure. Manual records that have reached their retention date are to be shredded and disposed of as 'confidential'. Hard drives of redundant PCs are to be removed and immediately destroyed as required before disposal.

VICONIC SPORTING DATA PROTECTION POLICY STATEMENT

Document Control
Reference: GDPR DOC 1.0
Issue No: VSITGDP1.0
Issue Date: 6/13/2018
Page: 8 of 10

8. Disclosure of data

- 8.1 Viconic Sporting must ensure that personal data is not disclosed to unauthorised third parties which includes family members, friends, government bodies, and in certain circumstances, the Police. All Employees/Staff should exercise caution when asked to disclose personal data held on another individual to a third party. It is important to bear in mind whether or not disclosure of the information is relevant to, and necessary for, the conduct of Viconic Sporting's business.
- 8.2 All requests to provide data for one of these reasons must be supported by appropriate paperwork and all such disclosures must be specifically authorised by the Data Protection Officer / GDPR Owner.

9. Retention and disposal of data

- 9.1 Viconic Sporting shall not keep personal data in a form that permits identification of data subjects for longer a period than is necessary, in relation to the purpose(s) for which the data was originally collected.
- 9.2 Viconic Sporting may store data for longer periods if the personal data will be processed solely for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes, subject to the implementation of appropriate technical and organisational measures to safeguard the rights and freedoms of the data subject.
- 9.3 The retention period for each category of personal data will be set out in the Retention of Records Procedure along with the criteria used to determine this period including any statutory obligations Viconic Sporting has to retain the data.
- 9.4 Viconic Sporting's data retention and data disposal procedures (Corporate Record Retention Policy) will apply in all cases.

10. Data transfers

10.1.1 Privacy Shield

Assessment of adequacy by the data controller

In making an assessment of adequacy, The Viconic Sporting's based exporting controller should take account of the following factors:

- the nature of the information being transferred;
- the country or territory of the origin, and final destination, of the information;
- how the information will be used and for how long;
- the laws and practices of the country of the transferee, including relevant codes of practice and international obligations; and
- the security measures that are to be taken that regards the data

10.1.2 Binding corporate rules

Viconic Sporting may adopt approved binding corporate rules for the transfer of data. This requires submission to the relevant supervisory authority for approval of the rules that Viconic Sporting is seeking to rely upon.

VICONIC SPORTING DATA PROTECTION POLICY STATEMENT

Document Control
Reference: GDPR DOC 1.0
Issue No: VSITGDP1.0
Issue Date: 6/13/2018
Page: 9 of 10

10.1.3 Exceptions

In the absence of an adequacy decision, Privacy Shield membership, binding corporate rules and/or model contract clauses, a transfer of personal data to a third country or international organization shall only take place on one of the following conditions:

- the data subject has explicitly consented to the proposed transfer, after having been informed of the possible risks of such transfers for the data subject due to the absence of an adequacy decision and appropriate safeguards;
- the transfer is necessary for the performance of a contract between the data subject and the controller or the implementation of pre-contractual measures taken at the data subject's request;
- the transfer is necessary for the conclusion or performance of a contract concluded in the interest of the data subject between the controller and another natural or legal person;
- the transfer is necessary for important reasons of public interest;
- the transfer is necessary for the establishment, exercise or defence of legal claims; and/or
- the transfer is necessary in order to protect the vital interests of the data subject or of other persons, where the data subject is physically or legally incapable of giving consent.

11. Information asset register/data inventory

11.1 Viconic Sporting has established a data inventory and data flow process as part of its approach to address risks and opportunities throughout its GDPR compliance project. Viconic Sporting's data inventory and data flow determines:

- business processes that use personal data;
- source of personal data;
- volume of data subjects;
- description of each item of personal data;
- processing activity;
- maintains the inventory of data categories of personal data processed;
- documents the purpose(s) for which each category of personal data is used;
- recipients, and potential recipients, of the personal data;
- the role of the Viconic Sporting throughout the data flow;
- key systems and repositories;
- any data transfers; and
- all retention and disposal requirements.

11.2 Viconic Sporting is aware of any risks associated with the processing of particular types of personal data.

11.2.1 Viconic Sporting assesses the level of risk to individuals associated with the processing of their personal data. Data protection impact assessments are carried out in relation to the processing of personal data by Viconic Sporting, and in relation to processing undertaken by other organisations on behalf of Viconic Sporting.

11.2.2 Viconic Sporting shall manage any risks identified by the risk assessment in order to reduce the likelihood of a non-conformance with this policy.

11.2.3 Where a type of processing, in particular using new technologies and taking into account the nature, scope, context and purposes of the

VICONIC SPORTING DATA PROTECTION POLICY STATEMENT

Document Control
Reference: GDPR DOC 1.0
Issue No: VSITGDP1.0
Issue Date: 6/13/2018
Page: 10 of 10

processing is likely to result in a high risk to the rights and freedoms of natural persons, Viconic Sporting shall, prior to the processing, carry out a Data Protection Impact Assessment of the processing operations on the protection of personal data.

- 11.2.4 Where, as a result of a DPIA it is clear that Viconic Sporting is about to commence processing of personal data that could cause damage and/or distress to the data subjects, the decision as to whether or not Viconic Sporting may proceed must be escalated for review to the Data Protection Officer/GDPR Owner.
- 11.2.5 The Data Protection Officer / GDPR Owner shall, if there are significant concerns, either as to the potential damage or distress, or the quantity of data concerned, escalate the matter to the supervisory authority.

Document Owner and Approval

The Data Protection Officer / GDPR Owner is the owner of this document and is responsible for ensuring that this policy document is reviewed in line with the review requirements stated above.

A current version of this document is available to all members of staff and is published.

This policy was approved by the Board of Directors on 7/25/18 and is issued on a version controlled basis under the signature of the Chief Executive Officer (CEO).

Signature: *Sharon Harper* Date: 7/3/2018

Change History Record

John B. And 7/25/18

Issue	Description of Change	Approval	Date of Issue
1	Initial issue	management	06/13/2018