



Privacy and Data Protection Policy

Introduction

At Prism Industries Pvt Ltd, we take the privacy and security of personal and business data very seriously. As a global leader in the pharmaceutical industry, we understand that the protection of sensitive information is paramount—not only to comply with data protection laws but also to maintain the trust and confidence of our customers, partners, and employees. This Privacy and Data Protection Policy outlines how we collect, store, process, and protect personal and business data across all of our operations, including the manufacturing of nicotine-based products, quinine, hyoscine, lumefantrine, and artemether.

With the increasing reliance on digital platforms and the growing need for data in the pharmaceutical industry, ensuring the confidentiality, integrity, and security of data is essential to protecting both individuals and the business as a whole. This policy is designed to comply with applicable data protection laws and regulations, such as the General Data Protection Regulation (GDPR and any other data protection laws in the jurisdictions where we operate.

Prism Industries is committed to safeguarding all types of data, whether personal, business, or proprietary, by implementing robust data protection practices that ensure the highest standards of privacy, security, and compliance.

Scope and Applicability

This policy applies to all employees, contractors, business partners, and third-party service providers who handle personal and business data across any of our operations. It covers all data relating to individuals, employees, customers, suppliers, and partners, as well as the data related to the production of nicotine, quinine, hyoscine, lumefantrine, and artemether. The policy applies across all of our production facilities, research and development processes, sales operations, and distribution networks, as well as any other departments where data is collected, processed, or stored.

All forms of data—whether in physical, electronic, or digital formats—are covered by this policy. This includes personal data (e.g., customer information, employee records), business data (e.g., contracts, intellectual property, financial data), and operational data (e.g., production data related to nicotine, quinine, hyoscine, lumefantrine, and artemether).

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Privacy and Data Protection Objectives

1. **Compliance with Legal Requirements**

Prism Industries is committed to full compliance with applicable data protection laws, including GDPR, CCPA, and any other regulations related to personal and business data. Our data protection practices are aligned with these regulations to ensure the lawful, transparent, and fair collection, storage, and processing of personal data.

2. **Protecting Personal and Business Data**

The company is committed to ensuring that personal and business data is handled securely and confidentially. We implement robust security measures to prevent unauthorized access, alteration, or destruction of sensitive information. Our goal is to protect all data collected and stored as part of our operations, particularly data related to nicotine, quinine, hyoscine, lumefantrine, and artemether production.

3. **Transparency and Accountability**

We aim to maintain full transparency with our customers, employees, and business partners about how their data is collected, used, and shared. By clearly outlining our data protection practices, we ensure that individuals understand their rights and how their data will be handled. Additionally, we remain accountable for any data-related activities under our control.

4. **Minimizing Data Collection and Retention**

Prism Industries is committed to limiting the collection of personal and business data to only what is necessary for legitimate business purposes. We will retain data for only as long as needed to fulfill those purposes, and we will securely dispose of data once it is no longer needed.

5. **Data Subject Rights**

We respect the rights of individuals with regard to their personal data. This includes the right to access, rectify, erase, restrict, or object to the processing of personal data, as well as the right to data portability. Individuals can exercise these rights by contacting our data protection officer or the designated department within the company.

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Key Principles of Data Protection

1. **Lawfulness, Fairness, and Transparency**

We collect personal and business data lawfully, ensuring that individuals are fully aware of the purposes for which their data will be used. We will not process data in a way that is inconsistent with the purposes for which it was originally collected.

2. **Purpose Limitation**

Data will only be collected for specific, legitimate business purposes, including but not limited to product manufacturing, customer support, business operations, compliance with legal requirements, and fulfilling contractual obligations related to nicotine, quinine, hyoscine, lumefantrine, and artemether products.

3. **Data Minimization**

Prism Industries ensures that we only collect data that is necessary to meet our business needs. We avoid excessive data collection and ensure that we only gather the information required for legitimate purposes, such as regulatory compliance, research, and customer service.

4. **Accuracy**

We are committed to ensuring that the data we collect and store is accurate and up-to-date. We will take reasonable steps to ensure the accuracy of the information and will provide individuals with the means to correct any inaccuracies.

5. **Storage Limitation**

Data will be stored only for as long as necessary to fulfill the purposes for which it was collected. This includes maintaining a defined retention period for data related to manufacturing and production activities, customer relations, and regulatory compliance.

6. **Integrity and Confidentiality**

Prism Industries ensures the security of data through technical and organizational measures designed to protect against unauthorized access, disclosure, alteration, or destruction. This includes encrypting sensitive data, employing secure networks, and implementing strict access controls.

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Data Collection, Storage, and Processing

1. Data Collection Methods

Personal and business data is collected through various channels, including direct interactions with customers, suppliers, employees, contractors, and business partners. Data may also be collected through online forms, customer service interactions, contractual agreements, and business transactions related to nicotine, quinine, hyoscine, lumefantrine, and artemether products.

2. Data Storage

We store personal and business data securely, either in physical or digital formats. Digital data is stored in encrypted databases or secure cloud storage systems with access restricted to authorized personnel only. Physical records are stored in locked areas with limited access to ensure confidentiality.

3. Data Processing

Data processing refers to any operation or set of operations performed on personal or business data, including collection, storage, use, transmission, and deletion. We will only process data for the purposes defined in this policy and will take appropriate steps to ensure that data processing activities comply with all legal requirements and internal standards.

Data Security Measures

1. Encryption and Data Access

Personal and business data is encrypted both in transit and at rest to prevent unauthorized access. Access to sensitive data is limited to those employees or third parties who require it for legitimate business purposes. We employ access controls and multi-factor authentication to enhance security.

2. Regular Audits and Monitoring

To ensure ongoing compliance and security, Prism Industries conducts regular audits of data protection practices. This includes monitoring access to sensitive data, identifying any vulnerabilities, and updating systems to protect against data breaches.

3. Incident Response and Breach Management

In the event of a data breach, Prism Industries has a defined incident response plan in place. This plan includes identifying the source of the breach, mitigating any damage, notifying affected individuals, and reporting the breach to relevant authorities as required by law.

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4. **Third-Party Data Sharing**

Any third parties with access to personal or business data must comply with our data protection requirements and are required to enter into data protection agreements. Prism Industries ensures that third-party vendors and service providers who process data on our behalf are held to the same high standards of privacy and security.

Employee Training and Awareness

Prism Industries provides regular training to all employees regarding data protection and privacy regulations. This includes training on recognizing data protection risks, understanding employee responsibilities in safeguarding data, and ensuring that employees are aware of the procedures for reporting any data security incidents. We also provide specialized training for employees handling sensitive data, ensuring they are equipped with the knowledge to protect it effectively.

Compliance and Monitoring

1. **Regulatory Compliance**

Prism Industries complies with all relevant privacy and data protection regulations, including the GDPR, CCPA, and other applicable local laws governing data protection in the regions where we operate. We regularly review changes in regulations and update our processes to ensure ongoing compliance.

2. **Data Protection Officer**

The Data Protection Officer (DPO) at Prism Industries is responsible for overseeing the implementation of this policy, ensuring that data processing activities comply with privacy regulations, and serving as a point of contact for individuals wishing to exercise their data rights.

3. **Monitoring and Reporting**

We continuously monitor our data protection practices and audit data collection, storage, and processing activities. Regular reports are generated to assess compliance with this policy and to track any breaches, data security incidents, or improvements in data protection practices.

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Data Subject Rights

Individuals whose data is processed by Prism Industries have the following rights:

- 1. Right to Access**
Individuals can request access to the personal data we hold about them and can obtain details about how it is used, processed, and stored.
- 2. Right to Rectification**
If personal data is inaccurate or incomplete, individuals can request that it be corrected or updated.
- 3. Right to Erasure**
Individuals have the right to request the deletion of their personal data, subject to certain conditions, such as compliance with legal obligations or business needs.
- 4. Right to Restrict Processing**
Individuals can request that their personal data be restricted from being processed in certain circumstances.
- 5. Right to Data Portability**
Individuals may request to receive their personal data in a structured, commonly used, and machine-readable format for transfer to another organization.
- 6. Right to Object**
Individuals can object to the processing of their personal data under certain circumstances, particularly when processing is based on legitimate interests or for direct marketing purposes.

Conclusion

Prism Industries Pvt Ltd is committed to ensuring that personal and business data is collected, stored, and processed in a way that respects privacy and meets the highest standards of data protection. We implement robust measures to safeguard data from unauthorized access, loss, or destruction, ensuring compliance with relevant privacy laws and maintaining the trust of our customers, employees, and business partners. Our commitment to data protection is an integral part of our operations, ensuring that privacy is maintained at every stage of data handling, from production to distribution and beyond. Through continuous monitoring, training, and innovation, we aim to keep data secure and uphold the privacy rights of individuals across all aspects of our business.

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