

AUSTRALIAN PRIVACY ADDENDUM

If you are located in Australia or using our services or interacting with Lincoln Electric in, or from, Australia, the following applies to you.

This addendum supplements and extends the scope of our Privacy Policy generally. Lincoln Electric's general Privacy Policy includes information about how we manage your Personal Data, including the kinds of Personal Data we collect, how we collect your Personal Data and the purposes for which your Personal Data is collected, held, used and disclosed. These policies and practices apply equally in Australia and you should consider those matters in detail in connection with this addendum.

For the purposes of this addendum, a reference to 'Personal Data' is as defined in our general Privacy Policy but also expressly includes both information and opinion about an individual and includes information or opinion about an individual who is *reasonably* identifiable.

How We Hold and Secure Your Personal Data

Lincoln Electric will take reasonable steps to protect the Personal Data it collects from loss, misuse, unauthorised access, disclosure, alteration, and destruction. Lincoln Electric has put in place appropriate physical, electronic and managerial procedures to safeguard and secure the Personal Data it collects from misuse and unauthorised access, disclosure, alteration or destruction. We store hold Personal Data either on internal physical servers that we control or through the use of cloud based storage offered by third party service providers, such as AWS, we control Personal Data held on these servers at all times and Personal Data is not accessible by third parties in the ordinary course of business when using such storage methods. Please note that despite our reasonable efforts, no security measure is ever perfect or impenetrable, so we cannot guarantee the security of your Personal Data.

International Disclosure of Personal Data

Lincoln Electric primarily holds Personal Data within the United States and will not regularly hold Personal Data in Australia. Further, due to the global nature of our operations, Personal Data may be disclosed to, or accessed in, various countries and jurisdictions outside of Australia by members of the Lincoln Electric group, including the United States, the United Kingdom, Canada, Mexico, Argentina, Brazil, Colombia, Venezuela, Russia, Ukraine, China, India and Japan. Despite that these jurisdictions may have different, and potentially inadequate, data privacy laws applicable in each jurisdiction, any Personal Data held or used by Lincoln Electric entities in these jurisdictions will only occur in compliance with this Privacy Policy.

Further, as set out in this Privacy Policy, we may be required to disclose Personal Data to third parties in connection with providing our services to you. Many of these third parties are likely to be located in jurisdictions outside of Australia. Such third parties are located in various jurisdictions outside of Australia, including, but not limited to, The United States, Europe, China, etc. In doing so, Lincoln Electric ensures that it does not send your Personal Data to third party recipients outside of Australia without first taking reasonable steps to ensure that the overseas recipient complies with the Australian Privacy Principles and this Privacy Policy or without obtaining your consent or otherwise complying with the Privacy Act.

By reviewing this Privacy Policy and using our services, you consent to any such overseas transfers, provided that they are otherwise in accordance with this Privacy Policy.

Your rights under Australian Privacy Law

You are entitled to access the Personal Data we hold about you and may request that we correct any errors in the information we hold. If you would like to access or correct your Personal Data held by us, please contact our Privacy Officer at:

privacy@lincolnelectric.com;

The Lincoln Electric Company (Australia) Pty Ltd
Unit 2 / 35 Bryant St, Padstow NSW 2211 Australia; Or
Phone number: 1300 728 720.

We will take reasonable steps to allow you to access your Personal Data unless reasonable circumstances exist that would prohibit us from doing so.

We will correct your Personal Data where we are satisfied that the information is inaccurate, out of date, incomplete, irrelevant or misleading. If we correct any Personal Data that we have disclosed to third parties we will take reasonable steps to notify those parties of the change or update. You accept that, following a request to correct your information, we may be required to take reasonable steps to verify your identity or the Personal Data, which may include confirmation with third parties.

If you are concerned that we may have breached the Australian Privacy Principles, please contact us immediately at the contact details set out above. We will undertake a reasonable and expeditious assessment of the concern and suggest relevant resolution processes. If you are unsatisfied with our response to, or resolution of, your complaint you may contact the Office of the Australian Information Commissioner.

Direct Marketing in Australia

Where we use your Personal Data to send you marketing and promotional information you will be provided with the opportunity to opt-out of receiving such information. Unless you exercise your right to opt-out of such communication, you will be taken to have consented to receive similar information and communications in the future.