

## **Privacy Policy**

**Enodis plc  
London, UK**

This Privacy Policy discloses how Enodis plc and its affiliates (“Enodis”) collect, protect, use and share personal information gathered about you, in conformance with the applicable law. All personal information is collected in a fair and non-intrusive manner, with your voluntary consent. Personal Information is not accessible to anyone outside the specific function for which it is collected. Enodis respects the privacy of employees and job applicants, agents, customers and other visitors to our websites who may choose to provide personal information. We recognize the need for appropriate protection and management of personal information that you provide to us. This Privacy Policy will assist you to understand what types of information we may collect, how that information may be used, and with whom the information may be shared.

In an effort to comply with the law, and our commitment to protect your personal information, we provide the following, which discloses our policies.

### **What type of information do we collect?**

Personal Information is any information concerning the personal or material circumstances of an identified or identifiable individual. An identifiable person is one who can be identified, directly or indirectly, by reference to an identification number or to one or more factors specific to his physical, physiological, mental, economic, cultural or social identity. Personal Information shall include but is not limited to: identifying information such as name, home address, home telephone number, home e-mail address, Social Security number, financial information and employment-related information such as may be found on resumes, applications, background verification information, or in employment references.

### **Cookies – Internet Users**

In addition to Personal Information, we may use data collection devices such as "cookies" on certain web pages to help analyze our web page flow and measure promotional effectiveness. Cookies are pieces of information a website sends to an individual's hard drive while they are viewing the website. Cookies allow the website to remember important information that will make your visit to the site more useful. We use cookies to help improve your future visits. If you do not wish to receive a cookie or if you wish to set your browser to warn you each time a cookie is being sent, or if you wish to turn off all cookies, use the options on your browser to assist you. The “Help” option on your browser may assist you in changing your cookie preferences. Please note that by turning cookies off, you will not have access to many features available on our website.

### **Our Use of Your Information**

We use your Personal Information to facilitate the services you request. We have

tailored our Privacy Policy to adequately inform you of the use of your Personal Information.

### **Collection and Use of Employee Personal Information**

Enodis also collects Personal Information from its employees and applicants (human resource data) in connection with administration of its Human Resources programs and functions. These programs and functions include, but are not limited to: job applications and hiring programs, compensation and benefit programs, performance appraisals, training, access to Enodis facilities and computer networks, employee profiles, internal employee directories, Human Resource recordkeeping, Affirmative Action data, and other employment related purposes. It is the policy of Enodis to keep all past and present employee information private from disclosure to third parties. There are certain business related exceptions and they are:

1. To comply with county, state or federal agency requests;
2. Inquiries from third parties with a signed authorization from the employee to release the information, except in situations where limited verbal verifications are acceptable (see below);
3. Third parties with which Enodis has contractual agreements to assist in administration of company sponsored benefits. Verifications of Employment Prospective employers, state agencies, financial institutions, and residential property managers routinely contact Enodis requesting information on a former or current employee's work history and salary. All such requests of this type shall be referred to and completed on a confidential basis by the Human Resources Department or Payroll Department. For written verification of employment requests, information will be provided on the form only when it is accompanied by an employee's signed authorization to release information. The form will be returned directly to the requesting party and filed as part of the Human Resources or Payroll Department's confidential records.

### **Medical Information**

Enodis, when applicable, is compliant with federal HIPAA regulations and only utilizes information related to the company sponsored healthcare plan on a "need to know" basis for administration of the healthcare plan.

### **Sharing of Personal Information**

We may share Personal Information with our service providers, consultants and affiliates for our internal business purposes. Except as described in this Privacy Policy, Enodis will not share Personal Information with a third party, unless a customer requests, consents to such disclosure, or disclosure is required or authorized by law. Enodis reserves the right to disclose Personal Information to a third party if a law, regulation, search warrant, subpoena, or court order legally requires or authorizes us to do so. Enodis also reserves the right to disclose and/or transfer Personal Information to a third party in the event of a proposed or

actual purchase, sale, lease, merger, amalgamation or any other type of acquisition, disposal, or financing of all or any portion of Enodis or of any of the business or assets or shares of Enodis or a division thereof.

### **Disclosure, Storage, Retention and Accuracy of Personal Information**

Except as described in this Privacy Policy, Enodis will not disclose Personal Information to a third party, unless such disclosure is requested, there is consent to such disclosure, or disclosure is required by law. Enodis insures that Personal Information is safeguarded against loss, access, use, modification, disclosure, or other misuse. All reasonable steps are taken to prevent unauthorized use or disclosure of your Personal Information. Enodis will retain your Personal Information only for as long as necessary to fulfill the purpose(s) for which it was collected and to comply with applicable laws, and your consent to such purpose(s) remains valid after termination of our relationship with you.

### **Links to Non-Enodis Web Sites and Third Parties**

Please note that Enodis web sites may contain links to other web sites for your convenience and information. Enodis does not control those sites or their privacy practices. Enodis's privacy policy cannot and does not apply to external Web areas. We do not endorse or make any representations about third party web sites. The personal data you choose to give to unrelated third parties is not covered by the Enodis privacy policy. We encourage you to review the privacy policy of any company or website before submitting your Personal Information.

### **Safe Harbor Compliance**

ENODIS, when applicable, shall use reasonable commercial efforts to comply with the U.S. Department of Commerce Safe Harbor requirements regarding the transfer of Personal Information from European Union member countries to the United States. ENODIS, through the appropriate subsidiary company is registered under English Law in accordance with the EU Directive on Personal Data Protection.

- Merrychef Ltd – registration number Z7015137

### **Changes to our Privacy Policy**

This Privacy Policy may be amended at any time, without prior notification.

### **Contact Information**

You may contact the Corporate Secretary to access, correct or delete your Personal Information. If necessary, the Corporate Secretary will contact another employee to assist in completing your requested task. If you have any questions or complaints, please contact the Corporate Secretary. The Corporate Secretary can be reached by telephone at: + 44 (0) 207 304 6000; by facsimile at: + 44 (0) 207 304 6001; by email at: [www.enodis.com](http://www.enodis.com); or by mail at: Enodis plc Washington House 40-41 Conduit Street London, W1S 2YQ United Kingdom.