

# Privacy Policy

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## 1. General Provisions

LLP Nord Minerals Kazakhstan (hereinafter referred to as the "Company") processes personal data of various categories of individuals in the course of recruitment for its internal needs through its website <http://ndminerals.com>.

For the purposes of this Policy, "personal data" means any information provided through the Company's website that relates directly or indirectly to an identified or identifiable individual (the data subject).

## 2. Collection of Personal Data

The Company collects personal data through its website, which users or other persons acting on their behalf enter into the data fields on the website.

## 3. Principles and Conditions of Personal Data Processing

- Only personal data necessary for the stated purposes of processing are subject to processing. The scope and content of processed personal data correspond to the stated purposes, and excessive data collection is not permitted.
- The Company may provide or entrust the processing of personal data to third parties with the consent of the data subject, unless otherwise required by the applicable legislation. Such third parties must maintain confidentiality and ensure security of personal data.
- The duration of personal data processing is determined in accordance with the purposes for which the data was collected.

## 4. Rights of Data Subjects

Unless otherwise provided by law, the data subject has the right to:

- request the clarification, blocking, or deletion of their personal data if it is incomplete, outdated, inaccurate, unlawfully obtained, or unnecessary for the stated purpose of processing;
- request a list of their personal data being processed by the Company and the source from which it was obtained;

- obtain information about the duration of processing and storage periods;
- protect their rights and lawful interests, including claiming damages and/or compensation for moral harm in court;
- exercise other rights provided under applicable legislation.

If you have questions regarding the use, modification, or deletion of your personal data provided to us, or if you wish to withdraw your consent for further processing, please contact us by mail at the Company's address or by email: [marketing@ndminerals.com](mailto:marketing@ndminerals.com).

Please note that the Company is not responsible for inaccurate information provided by the data subject.

## **5. Cookies and Web Analytics**

To improve user experience and the functionality of our website, the Company may use cookies and similar technologies.

- Cookies are small text files stored on your device when you visit the website. They help us remember your preferences, analyze site traffic, and ensure the proper operation of certain features.
- You can manage or disable cookies in your browser settings. However, please note that some parts of the website may not function properly if cookies are disabled.
- The Company may use web analytics tools (such as Google Analytics or similar services) to better understand how users interact with the website. These services collect anonymized information such as IP address, browser type, device information, and browsing behavior.
- This information is used exclusively for statistical and analytical purposes and is not combined with your personal data unless you voluntarily provide it to us.

By using the Company's website, you consent to the use of cookies and web analytics in accordance with this Policy.

## 6. Implementation of Personal Data Protection Requirements

To maintain its business reputation and comply with applicable legislation, the Company considers it a priority to ensure the legitimacy of personal data processing and the appropriate level of data security.

- The Company requires third parties with access to personal data not to disclose or distribute it without the consent of the data subject, unless otherwise required by law.
- The Company applies legal, organizational, and technical measures necessary to protect personal data from unauthorized or accidental access, destruction, alteration, blocking, copying, provision, distribution, and other unlawful actions.
- Measures taken by the Company comply with the applicable legislation of the Russian Federation on personal data protection.
- Based on identified threats, the Company implements sufficient measures, including the use of information security tools, detection of unauthorized access, data restoration, access limitation, recording and monitoring of data processing activities, and assessment of effectiveness of applied security measures.
- The Company's management recognizes the importance of ensuring personal data security and encourages continuous improvement of the protection system.
- The Company has appointed responsible persons for organizing the processing and security of personal data.
- Every new employee directly engaged in personal data processing is familiarized with applicable legal requirements, this Policy, and the Company's internal regulations, and undertakes to comply with them.