

THE SAINT-GOBAIN DISTRIBUTION UK PENSION SCHEME (THE “SCHEME”)

PRIVACY NOTICE

February 2026

Dear Member

The Trustee of the Scheme holds and processes personal data about you and other Scheme beneficiaries in order to run the Scheme. In doing so, it complies with relevant data protection legislation.

WHAT WE DO WITH YOUR DATA

As a data controller, the Trustee collects and processes your personal data for the purposes of complying with its legal duties to administer the Scheme. This includes: the calculation, administration and payment of benefits under the Scheme before or after your death, processing ill-health retirement claims, carrying out actuarial valuations, investment of the Scheme’s assets, and dealing with any queries or complaints regarding benefit entitlements.

The legal basis for doing so is in order for the Trustee to comply with its legal obligations and other legitimate interests, such as the efficient management of the Scheme.

Whilst much of the data we hold has been provided by you, we also hold and process data provided by Saint-Gobain Limited (the “**Principal Employer**”), or another group company, other schemes from where you might have transferred, HMRC, the DWP and regulatory bodies and by tracing organisations. We also receive information from you about your proposed beneficiaries who may be entitled to benefits on your death. We assume that you have the consent of those individuals to provide us with this information and that you will share this privacy notice with them.

The data we hold is to assist the Trustee to calculate and pay the benefits that you are entitled to, and this data may include your name, address, salary, years of service with the Scheme, date of birth, National Insurance number, contact details, including telephone number, mobile number and/or email address, details of any pension sharing orders made on divorce, financial information, such as bank account details, and pension entitlement, marital status, employment/retirement status and start date and leave date of membership with the Scheme.

We also hold some special categories or “sensitive” data about members for the purposes of administering the Scheme (for example in relation to ill-health or death benefits). We will, in most circumstances, process this data in the performance of our legal obligations in connection with employment, social security and social protection (as allowed by legislation). We may also, typically when considering claims under the Scheme’s Internal Dispute Resolution Procedure, process any sensitive data for the purposes of establishing, exercising or defending legal claims. If there are any occasions where we seek your explicit consent to process your sensitive data, then you can withdraw it at any time.



WHO ELSE PROCESSES YOUR DATA?

We share your personal data with certain third parties involved in running the Scheme, for example, Aptia, as the Scheme Administrator, Aon Solutions UK Limited as the Scheme Actuary (who have also provided some additional information at the end of this notice); CMS, our legal advisers; the Principal Employer; the Principal Employer's pension consultants; the Scheme's auditor; AVC providers, insurance providers, insurance advisers and any other professional advisers engaged by the Trustee to assist with the operation of the Scheme, investment advisers, investment managers, and pensions dashboards providers; and/or other regulatory bodies, for example, HMRC, the Pensions Ombudsman, the Pensions Regulator, the Money and Pensions Service.

In some circumstances we are joint controllers with the Scheme Actuary, the legal advisers (who may process your data to comply with their professional duties as advisers to the Trustee) and the Principal Employer. The Principal Employer holds your data to comply with its legal obligations as the sponsoring employer of the Scheme. It has a legitimate interest in the Scheme being run in a cost effective way and may have an interest in offering certain options to members, such as flexible retirement options. The Trustee may share information with the Principal Employer and its auditors and advisers for this purpose.

The Principal Employer and other advisers will from time to time transfer data to other countries, including outside the UK. Where such transfers are made, the parties involved will ensure adequate safeguards are in place.

STORAGE OF YOUR PERSONAL DATA

Pension benefits are paid over a long period and your right to benefits under the Scheme is based on information which may go back many years. Our policy is therefore to retain information relating to you until your membership of the Scheme ends.

Once your membership ends, we may decide to delete some of the data held in relation to you after 6 years. However, information will be held for longer where we consider it appropriate in order to ensure the Scheme pays the correct benefits and to deal with any queries relating to your benefits which may arise after that time.

Aptia will hold on to your personal data for 15 years after the termination of its contract with us. However, information will be held for longer where it is considered appropriate in order to deal with any queries relating to your benefits, which may arise after that time and to address any legal claims that might subsequently arise.

YOUR RIGHTS

You have the right to access your personal data, require that we rectify any errors in the data that we hold, or request that we erase your personal data. In some circumstances, you can also require that we restrict the way we process your personal data, object to its processing or request a copy of your personal data for the purposes of transmitting elsewhere. Where we have requested and obtained your consent to process particular information, you may withdraw that consent at any time. However if we do not hold all the data we need to administer your benefits, we may not be able to pay out the benefits you are entitled to.

CONTACT DETAILS

If you have any questions about this, please contact the Secretary to the Trustee:

Address: Saint-Gobain Professional Services UK & Ireland, 1 Herald Way, Binley Industrial Estate, Coventry, CV3 2ZG

Telephone Number: 07715 685922

WHAT IF YOU HAVE A COMPLAINT?

To make a complaint about how we've handled your information, contact us as set out above.

If you're not satisfied with our response to your complaint or believe our processing of your information does not comply with data protection law, you can make a complaint to the Information Commissioner's Office. Its contact details are:

Address: Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF

Telephone number: 0303 123 1113



ADDITIONAL INFORMATION ABOUT AON SOLUTIONS UK LIMITED

“QUICK READ” PRIVACY NOTICE

Aon Solutions UK Limited and the Scheme Actuary (together “**Aon**”) have been appointed to provide pensions advisory and calculation services that relate to your membership of the Scheme. In doing so Aon will use personal information about you, such as your name and contact details, information about your pension contributions, age of retirement, and in some limited circumstances information about your health (where this impacts your retirement age) in order to be able to provide these services. The purposes for which Aon uses personal information will include management of the Scheme and your membership within it, funding the pension scheme (i.e. helping to ensure that the funds within the Scheme are sufficient to cover the members who are party to it), liability management (that is to say providing advice on the different ways benefits could be determined, and drawn, from the pension scheme), scheme actuary duties (which include assessing individuals who are members of the pension scheme and assessing how the make-up of the membership may affect the amounts payable and when they become payable so as to manage the Scheme appropriately), regulatory compliance, process and service improvement and benchmarking.

Aon may pass your personal information to third parties such as financial advisors and benefits providers, insurers, our affiliates and service providers and to certain regulatory bodies where legally required to do so. Depending on the circumstances, this may involve a transfer of data outside the UK to countries that have less robust data protection laws. Any such transfer will be made with appropriate safeguards in place.

More detail about Aon’s use of your personal information is set out in Aon’s full Privacy Notice. Aon recommends that you review this notice which is available online at www.aon.com/unitedkingdom/retirement-investment/retirement-investment-services-privacy-statement.jsp or you can request a copy by contacting Aon, including reference to the scheme name, at: Data Protection Officer, Aon Solutions UK Limited (Wealth Solutions UK), PO Box 730, Redhill, RH1 9FH.

ADDITIONAL INFORMATION ABOUT LEGAL AND GENERAL ASSURANCE SOCIETY LIMITED

“QUICK READ” PRIVACY NOTICE

Legal and General Assurance Society (“**L&G**”) provides certain administration services to the Scheme that relate to members’ additional voluntary contributions. L&G will be connecting to the Money and Pensions Service pensions dashboard on the Trustee’s behalf and providing or facilitating the provision of certain information to that dashboard so that the Trustee can comply with its legal obligations.

In doing so, L&G will use personal information about you, such as your personal details (i.e. name, address, date of birth, National Insurance number and contact details) and certain administrative data (i.e. a description of the type and amount of benefits provided to you, whether you are an active, deferred or pension credit member of the Scheme and the date you joined the Scheme).

L&G may pass your personal information to selected third parties such as its affiliates, third-party suppliers, contractors and service providers, other insurers and reinsurers and to certain regulatory bodies. Depending on the circumstances, this may involve a transfer of data outside the UK to countries that have less robust data protection laws. Any such transfer will be made with appropriate safeguards in place.

More detail about L&G’s use of your personal information is set out in L&G’s Privacy Notice. L&G recommend that you review this notice which is available online at <https://www.legalandgeneral.com/privacy-notice/> or you can request a copy by contacting L&G, including reference to the Scheme, at: Data Protection Officer, Legal & General Group, 1 Coleman Street, London EC2R 5AA or by email to Data.Protection@landg.com.

