

Privacy Statement

This Privacy Statement applies to this website, www.modine.com, which is owned and operated by Modine Manufacturing Company ("Modine"), as well as to all affiliated websites which may be operated by our group companies, unless otherwise indicated on those sites. These sites currently include: www.modinehvac.com, www.modinecoils.com, www.airedale.com, www.barkell.co.uk, www.airedaleusa.com, www.modineselect.com, www.modinecoatings.com, www.modinegulfcoat.com, www.heatcrafthtd.com, <https://modineinnovationtour.com> and <https://modinehvac.blog> (altogether the above-mentioned websites are "the Site/s").

At Modine, we recognize the importance of privacy to you and are firmly committed to protecting your privacy when you visit the Site and provide information to us. As a result, we have instituted this Website Privacy Statement ("Privacy Statement"). Modine is providing this Privacy Statement to explain how we collect, use, disclose and protect the information you submit to us when accessing and using the Site. Modine is the controller within the meaning of applicable data protection laws.

As used in this Privacy Statement, "we," "our" and "us" means Modine and its affiliates.

Modine's Code of Conduct, as well as its Global Data Protection Policy, may be found at <http://www.modine.com/web/en/policies.htm#>.

The meaning of Personal Data

"Personal Data" is defined in data protection laws applicable in your country. It includes any information relating to an identified or identifiable natural person. This means any individual who can be identified directly or indirectly by reference to an identifier such as name, identification number, location data, online identifiers, (for example, IP addresses – if they can be used to identify you), or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

Put simply, this includes data which either by itself or with other data held by us or available to us, can be used to identify you.

In general, you may visit the Site and view its content while remaining anonymous by not providing any Personal Data. If you do not agree with this Privacy Statement, please do not provide us any information and do not use the Site.

Important notice about international transfers

Due to the global nature of our business, your Personal Data will be stored and transferred to parties located in other countries, including outside the European Economic Area. These other countries will either have different data protection laws than your country of residence or they will not have data protection laws. They might not be deemed by the European Commission as providing adequate protection for Personal Data.

In particular, we store your Personal Data on servers in the United States of America. The United States are not deemed by the European Commission to have adequate protections for Personal Data. Steps will be taken to put in place safeguards (including around security) to protect your Personal Data when it is in these other countries. This may include the use of European Model Clause contracts, where required under applicable law. You can find out what these are online at: http://ec.europa.eu/justice/data-protection/international-transfers/transfer/index_en.html. If you have any questions or wish to be provided with a copy, please contact us (details below). Please note commercially sensitive information may be removed/blanked out from copies supplied to you.

The categories of Personal Data we may collect, the purpose and the lawful basis

Personal Data collected from you include the following:

Categories of Personal Data	Purpose	Lawful basis
Application data (e.g. name, CV)	Processing of this personal data is required to enable Modine to administer the recruiting process, including the set-up of an electronic job applicant HR file, managing your application, organizing interviews.	Processing is necessary for us to entering into a contract with you.

Contact information (e.g. full name, postal address, e-mail address, employer/business and professional information, job titles, telephone and fax numbers)	Managing and responding to your queries.	Performance of contract and legitimate interests - it's important that we can respond to your inquiries.
Browsing information (IP address, browser information)	Monitoring and producing statistical information regarding the use of our platforms, and analyzing and improving their functionality.	Legitimate interests - we need to perform limited routine monitoring to make sure our website works properly, to diagnose any problems with our server and administer our Site.
All information	<p>Establishing and enforcing our legal rights and obligations and monitoring to identify and record fraudulent activity.</p> <p>Complying with instructions from law enforcement agencies, any court or otherwise as required by law.</p> <p>Maintaining general record-keeping and customer relationship management.</p> <p>Managing the proposed sale, restructuring or merging of any or all part(s) of our business, including to respond to queries from the prospective buyer or merging organization.</p> <p>Resolving any complaints from, or disputes with you.</p>	Legitimate interest (see column on left)

In summary, we need certain categories of Personal Data in order to administer any contract with you (where relevant). Certain other Personal Data is processed for our legitimate interests in cases where this does not result in prejudice to you.

Keeping you informed and direct marketing

With your consent, where relevant some of our business units will keep your name, address and contact details (including telephone numbers and email addresses) in our databases and may, from time to time, use that information to make you aware of our own related products and services as well as updates on developments in our industry sector generally which may be of interest to you. We may contact you in writing, by telephone, fax or email for this. If at any time you decide that you do not want your contact details used for these purposes, please tell us (see “**Contact us**” below).

Cookies

We use cookies on our Site. Cookies are small text files that your web browser leaves on your hard drive to recognize you as a repeat user of our Site and track your use of our Site. This allows for personalization of certain aspects of your visit to our Site. The following cookies are used:

- **Essential Cookies (Functional/Strictly necessary):** These cookies are essential to the functioning of Modine's websites and are automatically activated when visiting our websites. The visitor's consent preference is stored in a cookie for future visits (Opt-in / Opt-out Cookie)
- **Performance Cookies (Marketing):** The use of these cookies enables us to optimize our websites performance and content. This offers visitors an optimal user-experience.
- **Online Behavioral Cookies (Marketing/Interest):** These cookies are used for customer profiling purposes. Online engagement software uses this information to generate visitor profiles so these visitors can be offered personalized relevant information tailored to their interest.

You can disable cookies using your Internet browser settings. Please consult your browser's help function for information on how to disable cookies. Note that if you disable cookies, certain features of our Site may not function properly.

Disclosure of your Personal Data to third parties

We may disclose your Personal Data to third parties, including but not limited to as follows:

1. Within our group of companies for the purposes of use described in this Privacy Statement;
2. To third parties who supply services to us and who help us and our group of companies to operate our business. For example, sometimes a third party may have access to your Personal Data in order to support our information technology or to handle mailings on our behalf;
3. To our legal and other professional advisers;
4. As necessary in order to comply with a legal requirement (including, where appropriate, any imposed on our group companies in the United States), for the administration of justice, to protect vital interests, to protect the security or integrity of our databases or this Site, to take precautions against legal liability;
5. To regulatory authorities, courts and governmental agencies to comply with legal orders, legal or regulatory requirements and government requests; and
6. Modine may engage third parties to manage the Site and provide other services in connection with the Site, such as the collection and analysis of data. Such third parties may have access to certain personal information you provide as necessary for the provision of such services on behalf of Modine; provided, however, all such third parties shall be required to protect such personal information in accordance with this Privacy Statement.

Security of Personal Data

We endeavor to use appropriate technical and physical security measures to protect Personal Data which is transmitted, stored or otherwise processed by us, from accidental or unlawful destruction, loss, alteration, unauthorized disclosure of, or access, in connection with our Site. These measures include computer safeguards and secured files and facilities. Our service providers are also selected carefully and required to use appropriate protective measures. In certain areas, Modine uses industry-standard SSL-encryption to protect data transmissions. Most current browsers support the level of security needed to use these areas.

In particular, we endeavor to implement appropriate technical and organizational measures to ensure a level of security appropriate to the risk, including as appropriate: (a) pseudonymization (such as where data is separated from direct identifiers so that linkage to an identity is not possible without additional information that is held separately) and encryption, (b) ensuring the ongoing confidentiality, integrity, availability and resilience of systems and services used to process your Personal Data, (c) ensuring the ability to restore the availability and access to Personal Data in a timely manner in the event of a physical or technical incident; and (d) ensuring a process for regularly testing, assessing and evaluating the effectiveness of technical and organizational security measures.

Retention period or criteria used to determine the retention period

We keep your Personal Data for as long as it is necessary to do so to fulfill the purposes for which it was collected as described above.

The criteria we use to determine data retention periods for Personal Data includes the following: (i) **Retention in case of queries.** We will retain it for a reasonable period after the relationship between us has ceased (up to 6 months) in case of queries from you; (ii) **Retention in case of claims.** We will retain it for the period in which you might legally bring claims against us if and to the extent we have entered into any contract with you; (iii) **Retention in accordance with legal and regulatory requirements.** We will consider whether we need to retain it after the period described in (ii) because of a legal or regulatory requirement.

If your application for employment is successful and you commence employment with Modine, your Personal Data will be transferred to your personnel file and will be processed for employment purposes. If your application for employment is not successful, we will keep your Personal Data for a period of 6 months upon notification that your application was not successful.

If you would like further information about our data retention practices please contact us (see "**Contact Us**" below).

Your rights under data privacy laws

You have various rights under data privacy laws in your country. These may include (as relevant): the right to request access to the Personal Data we hold about you; the right to rectification including the requirement for us to correct inaccurate Personal Data; the right to request restriction of processing Personal Data concerning you, or to object to processing of your Personal Data, the right to request the erasure of your Personal Data where it is no longer necessary for us to retain it; the right to data portability including to obtain Personal Data in a commonly used machine readable format in certain circumstances such as where our processing of it is based on a consent; the right to object to automated decision making including profiling (if any) that has a legal or significant effect on you as an individual; and the right to withdraw your consent to any processing for which you have previously given that consent. You can also lodge a complaint with a supervisory authority.

Please see “**Contact Us**” if you wish to exercise any of these rights (as relevant).

Links to Other Websites

This Site may contain hyperlinks to websites that are not operated by us. These hyperlinks are provided for your reference and convenience only and do not imply any endorsement of the activities of these third-party websites or any association with their operators. We do not control these websites and are not responsible for their data or privacy practices. We urge you to review any privacy policy/statement posted on any site you visit before using the site or providing any Personal Data.

Updated and changes to this Privacy Statement

We may decide to change this Privacy Statement. Such a change may be fundamental or may significantly affect you. We encourage you to review the content of this Privacy Statement regularly.

Contact Us

If you wish to exercise your data protection rights Modine may be contacted in the following ways:

1. Our Helpline (which is available 24 hours/365 days/year via the internet or telephone (as instructed on this website)):

<http://www.modine.com/web/en/ethics-programreporting.htm#>

2. Email - in the EU:

privacycontact@eu.modine.com

3. Email – The Data Protection Officer for Germany:

Datenschutzbeauftragter-DE@eu.modine.com

4. Email – anywhere in the world:

privacycontact@na.modine.com

5. By physical mail:

- a. **Europe – VTS Division:**

Modine Europe GmbH

Arthur B. Modine Strasse 1

D-70794 Filderstadt

Germany

Attention: Director Human Resources and EHS – Europe

- b. **Europe – CIS Division:**

Modine CIS Italy Srl

Via G: Locatelli 22

33050 Pocenia (Ud)

Italy

Attention: Director Human Resources EMEA

c. Europe – Building HVAC (Airedale) Division:

Airedale International Air Conditioning Ltd.

Leed's Road

LS19 6JY Leeds

United Kingdom

Attention: Director Human Resources

d. For all other locations:

Modine Manufacturing Company

1500 DeKoven Avenue

Racine, WI 53403

United States

Attention: Director Human Resources Americas

Be sure to include your email address and telephone number with your correspondence.

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