



Data Protection Policy

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| Review history | July 2020 (previously Anti-bribery and corruption policy) |
| Approved by International Board | December 2022 |
| Next Review | December 2025 |

1. Purpose and objectives of the policy

1.1. This policy is a formal acknowledgement that the International Board (Board) of World Animal Protection is committed to maintaining a strong personal data protection culture. The aim of the policy and its associated procedures is to ensure that World Animal Protection (the Charity) makes every effort to manage the processing of personal data appropriately by maximising potential opportunities whilst minimising the adverse effects of risks associated with such processing.

1.2. The primary objectives are:

1.2.1. To ensure that World Animal Protection's legal group (Group) have in place all necessary measures to protect the rights and freedoms of the people whose personal data we process ('data subjects'), and to minimise the risk of our causing them distress and damage.

1.2.2. To ensure that personal information is dealt with securely and in accordance with the EU and UK General Data Protection Regulations (GDPR and UK GDPR) and any other local data protection legislation.

1.2.3. To assign accountability to management and staff for the management of personal data processing within their control and provide a structured process for risk to be considered, reported and acted upon throughout the organisation.

1.2.4. To protect and minimise the Charity's exposure to data breaches.

1.2.5. To ensure that our third parties have compliant data protection safeguards and secure measures in place, whilst processing personal data on behalf of World Animal Protection.

2. Scope

2.1. This policy applies directly to employees, contractors and consultants (Personnel) of World Animal Protection International and the Group.

3. Data Protection Policy Statement

3.1. The EU General Data Protection Regulations (GDPR) and UK General Data Protection Regulation (UK GDPR) Tailored by the Data Protection Act 2018.

3.2. World Animal protection has adopted the principles of the General Data Protection Regulation as best practice to ensure that the processing of personal data does not bring the Charity into or cause distress to our supporters or disadvantage them in any way.

3.3. Those adopting this Policy outside the UK should adhere to their local legislation as prescribed whilst using the GDPR best practise principles where possible.

3.4. The Charity will regularly review and monitor the effectiveness of its Data Protection Policy, procedures and framework.

3.5. Any incidents which are considered to pose a significant threat to the Charity, financial or otherwise, will be escalated in accordance with organisational business continuity and critical incident management frameworks.

4. Whistleblowing

4.1. Whistleblowing in relation to data protection matters will be managed in accordance with the Whistleblowing Policy.

5. Related Policies and Procedures:

5.1. Privacy Procedure, Data Breach Procedure, Data Retention Procedure, Data Impact Assessment Procedure, Procurement Procedure, Data subject access request Procedure, Restriction and Objection request Procedure, Personal data erasure request Procedure, Consent procedure, Consent, Unstructured data Procedure, Data sharing and transfer procedure, Social Media Guidance, Complaints Policy and data Classification Procedure.

6. Relevant Legislation:

6.1. General Data Protection Regulation 2018 (GDPR), Data Protection Act 2018 (UK), Personal Data Protection Act 2019 (Thailand PDPA), Data Protection Act 2019 (Kenya), The Federal Privacy

Act 1988 (Australia), Law No. 7975, the Undisclosed Information Law and Law No. 8968, Protection in the Handling of the Personal Data of Individuals (Costa Rica).

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