

LEXON UK HOLDINGS Ltd.
Data Retention Policy
25th May 2018

1. Introduction

This Policy sets out the obligations of Lexon UK Holdings Ltd., a company registered in United Kingdom under number 11217461, whose registered office is at 18 Oxleasow Road, East Moons Moat, Redditch, Worcestershire, B98 0RE (“the Company”) regarding retention of personal data collected, held, and processed by the Company in accordance with EU Regulation 2016/679 General Data Protection Regulation (“GDPR”).

The GDPR defines “personal data” as any information relating to an identified or identifiable natural person (a “data subject”). An identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier, or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural, or social identity of that natural person.

The GDPR also addresses “special category” personal data (also known as “sensitive” personal data). Such data includes, but is not necessarily limited to, data concerning the data subject’s race, ethnicity, politics, religion, trade union membership, genetics, biometrics (if used for ID purposes), health, sex life, or sexual orientation.

Under the GDPR, personal data shall be kept in a form which permits the identification of data subjects for no longer than is necessary for the purposes for which the personal data is processed. In certain cases, personal data may be stored for longer periods where that data is to be processed for archiving purposes that are in the public interest, for scientific or historical research, or for statistical purposes (subject to the implementation of the appropriate technical and organisational measures required by the GDPR to protect that data).

In addition, the GDPR includes the right to erasure or “the right to be forgotten”. Data subjects have the right to have their personal data erased (and to prevent the processing of that personal data) in the following circumstances:

- a) Where the personal data is no longer required for the purpose for which it was originally collected or processed (see above);
- b) When the data subject withdraws their consent;
- c) When the data subject objects to the processing of their personal data and the Company has no overriding legitimate interest;
- d) When the personal data is processed unlawfully (i.e. in breach of the GDPR);
- e) When the personal data has to be erased to comply with a legal obligation; or
- f) Where the personal data is processed for the provision of information society services to a child.

This Policy sets out the type(s) of personal data held by the Company and the period(s) for which that personal data is to be retained, the criteria for establishing and reviewing such period(s), and when and how it is to be deleted or otherwise disposed of.

For further information on other aspects of data protection and compliance with the GDPR, please refer to the Company's Data Protection Policy.

2. Aims and Objectives

- 2.1 The primary aim of this Policy is to set out limits for the retention of personal data and to ensure that those limits, as well as further data subject rights to erasure, are complied with. By extension, this Policy aims to ensure that the Company complies fully with its obligations and the rights of data subjects under the GDPR.
- 2.2 In addition to safeguarding the rights of data subjects under the GDPR, by ensuring that excessive amounts of data are not retained by the Company, this Policy also aims to improve the speed and efficiency of managing data.

3. Scope

- 3.1 This Policy applies to all personal data held by the Company
- 3.2 Personal data, as held by the Company
 - a) The Company's servers (See Appendix A)
 - b) Third-party servers, operated by Microsoft Azure and Vsourz Digital.
 - c) Computers permanently located in the Company's premises (see Appendix A)
 - d) Laptop computers and other mobile devices provided by the Company to its employees
 - e) Physical records stored in (See Appendix A)

4. Data Subject Rights and Data Integrity

All personal data held by the Company is held in accordance with the requirements of the GDPR and data subjects' rights thereunder, as set out in the Company's Data Protection Policy.

- 4.1 Data subjects are kept fully informed of their rights, of what personal data the Company holds about them, how that personal data is used as set out in Parts 12 and 13 of the Company's Data Protection Policy, and how long the Company will hold that personal data (or, if no fixed retention period can be determined, the criteria by which the retention of the data will be determined).
- 4.2 Data subjects are given control over their personal data held by the Company including the right to have incorrect data rectified, the right to request that their personal data be deleted or otherwise disposed of (notwithstanding the retention periods otherwise set by this Data Retention Policy), the right to restrict the Company's use of their personal data, the right to data portability, and further rights relating to automated decision-making and profiling, as set out in Parts 14 to 20 of the Company's Data Protection Policy.

5. Technical and Organisational Data Security Measures

- 5.1 The following technical measures are in place within the Company to protect the security of personal data. Please refer to Parts 22 to 26 of the Company's Data Protection Policy for further details:

- a) All emails containing personal data must be encrypted;
- b) All emails containing personal data must be marked “confidential”;
- c) Personal data may only be transmitted over secure networks;
- d) Personal data may not be transmitted over a wireless network if there is a reasonable wired alternative;
- e) Where personal data is to be transferred in hardcopy form, it should be passed directly to the recipient;
- f) All personal data transferred physically should be transferred in a suitable container marked “confidential”;
- g) No personal data may be shared informally and if access is required to any personal data, such access should be formally requested from HR.
- h) All hardcopies of personal data, along with any electronic copies stored on physical media should be stored securely;
- i) No personal data may be transferred to any employees, agents, contractors, or other parties, whether such parties are working on behalf of the Company or not, without authorisation;
- j) Personal data must be handled with care at all times and should not be left unattended or on view;
- k) Computers used to view personal data must always be locked before being left unattended;
- l) No personal data should be stored on any mobile device, whether such device belongs to the Company or otherwise
- m) No personal data should be transferred to any device personally belonging to an employee and personal data may only be transferred to devices belonging to agents, contractors, or other parties working on behalf of the Company where the party in question has agreed to comply fully with the Company’s Data Protection Policy and the GDPR;
- n) All personal data stored electronically should be backed up with backups stored onsite;
- o) All electronic copies of personal data should be stored securely using passwords;
- p) All passwords used to protect personal data where appropriate should be changed regularly and must be secure;
- q) Under no circumstances should any passwords be written down or shared. If a password is forgotten, it must be reset using the applicable method.
- r) All software should be kept up-to-date. Security-related updates should be installed as soon as reasonably possible after becoming available;
- s) No software may be installed on any Company-owned computer or device without approval; and
- t) Where personal data held by the Company is used for marketing purposes, it shall be the responsibility of the Data Protection Officer to ensure that the appropriate consent is obtained and that no data subjects have opted out, whether directly or via a third-party service such as the TPS.

5.2 The following organisational measures are in place within the Company to

protect the security of personal data. Please refer to Part 27 of the Company's Data Protection Policy for further details:

- a) All employees and other parties working on behalf of the Company shall be made fully aware of both their individual responsibilities and the Company's responsibilities under the GDPR and under the Company's Data Protection Policy;
- b) Only employees and other parties working on behalf of the Company that need access to, and use of, personal data in order to perform their work shall have access to personal data held by the Company;
- c) All employees and other parties working on behalf of the Company handling personal data will be appropriately trained to do so;
- d) All employees and other parties working on behalf of the Company handling personal data will be appropriately supervised;
- e) All employees and other parties working on behalf of the Company handling personal data should exercise care and caution when discussing any work relating to personal data at all times;
- f) Methods of collecting, holding, and processing personal data shall be regularly evaluated and reviewed;
- g) The performance of those employees and other parties working on behalf of the Company handling personal data shall be regularly evaluated and reviewed;
- h) All employees and other parties working on behalf of the Company handling personal data will be bound by contract to comply with the GDPR and the Company's Data Protection Policy;
- i) All agents, contractors, or other parties working on behalf of the Company handling personal data must ensure that any and all relevant employees are held to the same conditions as those relevant employees of the Company arising out of the GDPR and the Company's Data Protection Policy;

6. Data Disposal

Upon the expiry of the data retention periods set out below in Part 7 of this Policy, or when a data subject exercises their right to have their personal data erased, personal data shall be deleted, destroyed, or otherwise disposed of as follows:

- 6.1 Personal data stored electronically (including any and all backups thereof) shall be deleted;
- 6.2 Personal data stored in hardcopy form shall be shredded

7. Data Retention

- 7.1 As stated above, and as required by law, the Company shall not retain any personal data for any longer than is necessary in light of the purpose(s) for which that data is collected, held, and processed.
- 7.2 Different types of personal data, used for different purposes, will necessarily be retained for different periods (and its retention periodically reviewed), as set out below.
- 7.3 When establishing and/or reviewing retention periods, the following shall be taken into account:

- a) The objectives and requirements of the Company;
 - b) The type of personal data in question;
 - c) The purpose(s) for which the data in question is collected, held, and processed;
 - d) The Company's legal basis for collecting, holding, and processing that data;
 - e) The category or categories of data subject to whom the data relates;
 - f) Statutory and compliance advised retention periods.
- 7.4 If a precise retention period cannot be fixed for a particular type of data, criteria shall be established by which the retention of the data will be determined, thereby ensuring that the data in question, and the retention of that data, can be regularly reviewed against those criteria.
- 7.5 Notwithstanding the following defined retention periods, certain personal data may be deleted or otherwise disposed of prior to the expiry of its defined retention period where a decision is made within the Company to do so (whether in response to a request by a data subject or otherwise).
- 7.6 In limited circumstances, it may also be necessary to retain personal data for longer periods where such retention is for archiving purposes that are in the public interest, for scientific or historical research purposes, or for statistical purposes. All such retention will be subject to the implementation of appropriate technical and organisational measures to protect the rights and freedoms of data subjects, as required by the GDPR.

LIST OF RETENTION PERIODS FOR PERSONNEL RECORDS

Records	Legislation	Statutory Retention Period	LEXON retention period	Comment
Evidence you've paid the minimum wage (e.g. payslips).	National Minimum Wage Act 1998.	3 years.	3 years.	
Records of wages, overtime, bonuses, expenses.	Taxes Management Act 1970.	6 years.	6 years.	
Working time records.	Working Time Regulations 1998.	2 years.	2 years.	
Statutory maternity pay records, calculations, certificates, medical evidence.	Statutory Maternity Pay (General) Regulations 1986.	3 years after the end of the tax year in which the maternity period ends.	3 years after the end of the tax year in which the maternity period ends.	
Accounting records.	Companies Act 1985.	3 years for private companies, 6 years for public limited companies.	3 years for private companies, 6 years for public limited companies.	
Income tax and National Insurance returns.	Income Tax (Employments) Regulations 1993.	3 years after the end of the relevant financial year.	3 years after the end of the relevant financial year.	
Accident books and reports (note: there are special rules if hazardous substances are involved).	Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 1995.	3 years (or until a young adult reaches the age of 21).	3 years (or until a young adult reaches the age of 21).	
Records on young people.	Limitation Act 1980.	Until the individual reaches the age of 21.	Until the individual reaches the age of 21.	

8. Roles and Responsibilities

- 8.1 The Company's Data Protection Officer is Anand Sodha, dataprotection@lexonuk.com.
- 8.2 The Data Protection Officer shall be responsible for overseeing the implementation of this Policy and for monitoring compliance with this Policy, the Company's other Data Protection-related policies (including, but not limited to, its Data Protection Policy), and with the GDPR and other applicable data protection legislation.
- 8.3 The Data Protection Officer or GDPR Committee shall be directly responsible for ensuring compliance with the above data retention periods;
- 8.4 Any questions regarding this Policy, the retention of personal data, or any other aspect of GDPR compliance should be referred to the Data Protection Officer or GDPR committee

9. Implementation of Policy

This Policy shall be deemed effective as of 25th May 2018. No part of this Policy shall have retroactive effect and shall thus apply only to matters occurring on or after this date.

This Policy has been approved and authorised by:

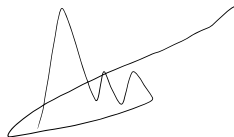
Name: Anand Sodha

Position: Data Protection Officer

Date: 25/05/2018

Due for Review by: 25/08/2018

Signature:



APPENDIX A: List of all physical sites grouped by legal entity

Legal Entity	Address
Lexon (UK) Ltd.	18 Oxleasow Road
	Redditch
	B98 ORE
Lexon (UK) Ltd.	Palmers Road
	Redditch
	B98 ORF
Lexon (UK) Ltd.	Unit 3, Gelderd Point
	Leeds
	LS12 6LS
Lexon (UK) Ltd. Norchem Healthcare Ltd.	Norchem House
	Chilton Way
	Chilton Industrial Estate
	Ferryhill
	DL17 0PD
Lexon Pharmaceutical Ireland	Unit 22 Block 4
	Port Tunnel Business Park
	Clonshaugh Industrial Estate
	Dublin
	Ireland
Dispex Ltd.	7 Prospect Court
	Courteenhall Road
	Bilsworth
	Northampton
	NN7 3DG
Healthnet Homecare Ltd.	Unit 3 Ardane Park Avenue
	Pontefract
	WF7 6EP
Norchem Healthcare Ltd.	The Pharmacy
	Cleadon Park Medical Centre
	10 Prince Edward Road
	South Shields
	NE34 8PS

Norchem Healthcare Ltd.	The Berwick Hills Centre
	Ormesby Road
	Middlesbrough
	TS3 7RP
Norchem Healthcare Ltd.	2 Ethel Terrace
	Castletown
	Sunderland
	SR5 3BQ
Norchem Healthcare Ltd.	Unit 1B,Eston
	135/145 High Street
	Middlesbrough
	TS6 9JD
Norchem Healthcare Ltd.	Unit 2
	Hadrian Park Shopping Centre
	Wallsend
	Newcastle
	NE28 9UY
Norchem Healthcare Ltd.	397 Linthorpe Road
	Middlesbrough
	TS5 6AE
Norchem Healthcare Ltd.	26 Shields Rd
	Newcastle
	NE6 1DR
Norchem Healthcare Ltd.	31 Heaton Road
	Newcastle Upon tyne
	Tyne & Wear
	NE6 1SA
Norchem Healthcare Ltd.	68A Elizabeth Way
	Seaton Carew
	Hartlepool
	TS25 2AX
Norchem Healthcare Ltd.	Martonside Way
	Middlesbrough
	TS4 3BU
Norchem Healthcare Ltd.	Saville House
	1 Saville Place

	Hendon, Sunderland
	SR1 1PA
Norchem Healthcare Ltd.	46-50 The Meadows
	Jubilee Road
	Fawdon
	Newcastle
	NE3 3NA
Norchem Healthcare Ltd.	51 Middle Street
	Blackhall
	Hartlepool
	TS27 4EE
Norchem Healthcare Ltd.	20 North End
	Bedale
	DL8 1AB
Norchem Healthcare Ltd.	161 - 162 High Street
	Stockton on Tees
	Cleveland
	TS18 1PL
Norchem Healthcare Ltd.	99-103 Shields Road
	Byker
	Newcastle Upon Tyne
	NE6 1DN
Norchem Healthcare Ltd.	44-46 Sunningdale Rd
	Springwell
	Sunderland
	SR3 4ES
Norchem Healthcare Ltd.	Queens Park Medical Cente
	Farrer St
	Stockton on Tees
	TS18 2AW
Norchem Healthcare Ltd.	Unit 9
	Pennywell Shopping Centre
	Portsmouth Road
	Sunderland
	SR4 9AS
Norchem Healthcare Ltd.	Seaham Primary Care Centre

	St John's Square
	Seaham
	Co Durham
	SR7 7JE
Norchem Healthcare Ltd.	1 The Avenue
	Seaham
	Co Durham
	SR7 8LQ
Norchem Healthcare Ltd. (Vittoria Healthcare Ltd.)	134 St Anne Street
	Birkenhead,
	Merseyside
	CH41 3SJ
Norchem Healthcare Ltd. (Vittoria Healthcare Ltd.)	31 Laird Street
	Birkenhead
	CH41 8DB
Norchem Healthcare Ltd. (Vittoria Healthcare Ltd.)	The Pharmacy
	Neston Road
	Willaston
	Cheshire
	CH64 2TL
Norchem Healthcare Ltd. (Vittoria Healthcare Ltd.)	39 Thingwall Road
	Irby
	Wirral
	Merseyside
	CH61 3UE
Norchem Healthcare Ltd. (Vittoria Healthcare Ltd.)	113 Reed Lane
	Leasowe
	Wirral
	Merseyside
	CH46 1QT
Norchem Healthcare Ltd. (Vittoria Healthcare Ltd.)	The Square
	Llay
	Wrexham
	Clwyd
	LL12 0SA

Norchem Healthcare Ltd. (Vittoria Healthcare Ltd.)	38 High Street
	Caergwrie
	Wrexham
	Flintshire
	LL12 9ET
Norchem Healthcare Ltd. (Vittoria Healthcare Ltd.)	8 The Highway
	Hawarden
	Deeside
	Flintshire
	CH5 3DH
Norchem Healthcare Ltd. (Vittoria Healthcare Ltd.)	15 Chester Road
	Gresford
	Wrexham
	Clwyd
	LL12 8NB
Norchem Healthcare Ltd. (Vittoria Healthcare Ltd.)	The Pharmacy
	Trinity Street
	Rhostyllen
	Wrexham
	LL14 4AF
Norchem Healthcare Ltd. (Vittoria Healthcare Ltd.)	271 Wallasey Village
	Wallasey
	Wirral
	Merseyside
	CH45 3LR
Norchem Healthcare Ltd. (Purehealth Medical Ltd.)	4 The Arcade
	Upper Gornal
	Dudley
	DY3 2DA
Norchem Healthcare Ltd. (Purehealth Medical Ltd.)	46-48 Church Street
	Bilsthorpe
	Newark
	Nottingham
	NG22 8QR
Norchem Healthcare Ltd. (Purehealth Medical Ltd.)	The Old Salvation Army Hall
	74 Blackburn Road, Birstall,
	Batley, W. Yorks
	WF17 9PL

Norchem Healthcare Ltd. (Purehealth Medical Ltd.)	Ecton Brook Centre,
	Ecton Brook Road
	Northampton
	NN3 5EN
Norchem Healthcare Ltd. (Purehealth Medical Ltd.)	Stainbeck Lane
	Chapel Allerton
	Leeds
	LS7 3QY
Norchem Healthcare Ltd. (Purehealth Medical Ltd.)	194 Swan Avenue
	Eldwick
	Bingley
	BD16 3PA
Norchem Healthcare Ltd. (Purehealth Medical Ltd.)	Feversham Lane
	Glastonbury
	Somerset
	BA6 9LP
Norchem Healthcare Ltd. (Purehealth Medical Ltd.)	270 Telegraph Road
	Heswall
	Wirral
	Cheshire
	CH60 7SG
Norchem Healthcare Ltd. (Purehealth Medical Ltd.)	6 Alderwood Precinct
	Northway
	Sedgeley
	DY3 3QY
Norchem Healthcare Ltd. (Purehealth Medical Ltd.)	9 Bestwood Park Drive West
	Rise Park
	Nottingham
	NG5 5EJ
Norchem Healthcare Ltd. (Purehealth Medical Ltd.)	Rutland Lodge Medical Centre
	Leeds
	LS7 7DR
Norchem Healthcare Ltd. (Purehealth Medical Ltd.)	3 Grove Road
	Solihull
	Birmingham
	B91 2AG

Norchem Healthcare Ltd. (Purehealth Medical Ltd.)	30 Sheep Street
	Rugby
	CV21 3BU
NHA Pharmacy Ltd	Unit 23
	Northampton Science Park
	Newtown House, Kings Park Road
	Moulton Park Industrial estate
	NN3 6LG