

Merck Pension Scheme - Data privacy notice

This notice is being sent to all members and beneficiaries of the Merck Pension Scheme from the Trustee and is for information only. **There are no actions required by you and there are no changes to your benefits as a result of this notice.**

As you may be aware, new European data requirements known as General Data Protection Regulations ("GDPR") came into effect from 25 May 2018. These regulations require us to provide details of what information we have about you and how this information is being used.

This privacy notice sets out how we collect, use and protect your personal information and your rights in relation to your information.

Who we are

The Trustee of the Merck Pension Trustee Limited (the "Trustee") is the Trustee of the Merck Pension Scheme ("the Scheme") and responsible for running the Scheme.

As the Trustee of the Scheme, we hold certain personal information (known as "personal data") about scheme members and, where applicable, their dependants and beneficiaries. Most of the information held about you and processed by the Trustee in running the Scheme will be personal data (in other words, because we hold information from which you as an individual can be identified, any information we hold in respect of you will be subject to certain protections).

For legal purposes, the Trustee is known as the "data controller", as we decide the purposes for and the means by which the personal data we hold is processed.

What information we collect about you

Depending on the circumstances and the stage of your membership, we may hold some or all of the following information about you:

- personal details (for example, your name and date of birth, gender, marital status);
- your address and other contact details (such as telephone number and email address)
- your national insurance number
- details of your bank account to pay benefits
- details about your dependants and/or beneficiaries where this is needed in the event of your death relevant employment information (including current and past salary information and employment dates)
- details about your pension benefits
- if you apply to receive benefits on grounds of ill health, medical and other details about your health.

In order to properly administer the Scheme and to calculate and pay benefits, from time to time we may also need to hold other information about you.

How we use that information

The Trustee has a legitimate interest in holding and processing the above information about you as it is needed for us to properly administer the Scheme and to calculate and pay benefits. We also keep the above information in order to allow us to comply with our obligations towards members under the Scheme governing documents, as well as under relevant legislation.

Your personal data will generally be collected directly from you or from your employer. However, we may also receive personal data from other parties such as HM Revenue & Customs, the Pensions Ombudsman or someone acting on your behalf, such as an independent financial adviser. If you are receiving a dependant's benefit from the Scheme, or a benefit resulting from divorce or the dissolution of a civil partnership, we may have been given your personal data by the member or through enquiries undertaken by us on a member's death. We will not collect any personal data that we do not need.

Personal data relating to the Scheme is held on paper and on computer systems. As the "data controller", the Trustee must process this information fairly and lawfully.

As part of running the Scheme, we may also need to hold and process particularly sensitive information about you and/or your dependants and beneficiaries (known as "sensitive personal data"). Under the legislation, details relating to health, racial or ethnic origin, religious or other similar beliefs, sexual orientation and political affiliations are regarded as "sensitive personal data". Except where the legislation allows it, this information cannot be processed or passed to a third party without your explicit consent. This means that, for example, if you applied for an ill-health / incapacity pension we would need your consent to process the application.

Transfer of Personal Data outside the EEA

Your personal data may be processed outside of the European Economic Area ("EEA") where required in order for us to provide benefits to or in respect of you. In each instance, appropriate safeguards are put in place to ensure that your data is kept secure – for example, where data is transferred outside the EEA, the sharing of this data is covered by agreements incorporating current data protection legislation.

Further details of these safeguards are set out in our Data Policy which can be requested from the Administrator – details below.

Who we share it with

We are not allowed to disclose personal data about you to other parties except:

- when required for contractual or legal reasons or other specifically identified purposes; or
- where you have given your consent.

However, as the Trustee needs help from various advisers to properly administer the Scheme, we share personal data with the following:

- your employer (i.e. the company that employs you while you are or were a member) and other companies in the group, the Scheme's professional advisers, including the Scheme Actuary, scheme secretary, auditor, medical advisers, investment adviser and lawyers. (Appendix 1 contains a brief description from our Scheme Actuary and scheme secretary provider, Aon Solutions UK Limited, on how they use your personal data in order to support us in the running of the Scheme).

- the third parties who are responsible for the day-to-day administration of the Scheme on behalf of the Trustee
- HM Revenue & Customs and other statutory bodies (such as the Pensions Ombudsman and the Pensions Regulator) – the Trustee can be fined and subject to other action if it fails to provide certain information to these authorities
- the advisers and printers who help us prepare various communications we send to you
- our appointed insurance company or companies for the purposes of life insurance and additional voluntary contributions
- depending upon how we pay pensions, the personal data we have to supply in order to effect a BACS transfer (the Bankers' Automated Clearing Service in the UK and/or a payment via the administrators' banking providers when pensions are being paid overseas
- tracing agencies who assist the Trustee with updating scheme data from time to time
- our appointed independent financial advisor (IFA) for the purpose of providing advice to a member at the time of transferring / retirement
- such other Third Parties whose services we may require from time to time.

How long we keep personal data for

We must keep all personal data safe and only hold it for as long as necessary. To meet the requirements of both UK tax and pensions law, we must keep certain personal data (for example, details about the date a member joins the Scheme, their name and address, and details of benefits paid) for a minimum of 6 years. But, given the nature of pension schemes, the Trustee may be required to keep some of your personal information for the rest of your life and an appropriate period beyond so that we have the information we need to pay benefits and answer queries about your benefits.

However, we review the personal data held in relation to the Scheme on a regular basis in accordance with our data retention schedule. If we conclude that certain personal data is no longer needed, that personal data will generally be destroyed.

Keeping your information up-to-date

It is your responsibility to keep the Trustee up-to-date with any changes to your personal information, including your marital status, contact and bank details. Without this information, there may be delays in paying benefits to you or your dependants.

Your rights

- **Right of Access** – you have the right to see personal data that is held about you and a right to have a copy provided to you, or someone else on your behalf, in a machine readable (namely, digital) format
- **Right to Rectification** – if at any point you believe that the personal data we hold about you is inaccurate or wrong, you can ask to have it corrected

- **Right to Restrict processing** – you can require the Trustee to limit the processing of your personal data in certain circumstances, for example, whilst a complaint about its accuracy is being resolved
- **Right to object to processing** – on the basis that we are relying on legitimate interests as a reason for processing, you can object to your personal data being processed, although the Trustee can override this objection in certain circumstances.
- **Withdrawing consent** – where you have given us your consent to processing your personal data, you can withdraw that consent at any time by notifying us (see “Who to contact” below). However, withdrawing your consent will not affect the processing of any personal data which took place beforehand and it may be possible for the Trustee to continue processing your personal data where this is justified.
- **Right to be forgotten** – you can request that your personal data is deleted altogether, although the Trustee can override this request in certain circumstances.

You should be aware that taking any of the above steps could impact on the payment of your benefits, your participation in the Scheme, and/or our ability to answer questions relating to your benefits.

Information will generally be provided to you free of charge, although the Trustee can charge a reasonable fee in certain circumstances.

Who to contact about your personal data

If you wish to:

- see your personal data or to exercise any of the rights mentioned above
- request a hard copy of the notice
- make a complaint about how we have handled your personal data

please contact Aon, the scheme administrator using the details below:

Email - merck.pensions@aon.com

Making a complaint to the Information Commissioner’s Office

If you are not satisfied with our response to any query you raise with us, or you believe we are processing your personal data in a way which is inconsistent with the law, you can complain to the Information Commissioner’s Office whose helpline number is: **0303 123 1113**.

Updates to this notice

This notice is the latest version as at June 2024. This notice will be updated from time to time. We will inform you in our annual newsletter if any changes have been made. You can request a copy of this current version of the notice from the Scheme Administrators using the details above.

Appendix 1

Aon Solutions UK Limited PRIVACY NOTICE

Aon Solutions UK Limited (and, where appointed, the Scheme Actuary - together "Aon") has 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 we use personal information will include management of the pension scheme and your membership within it, funding the pension scheme (i.e. helping to ensure that the funds within the pension 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 pension 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 and the European Economic Area 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 their full Privacy Notice. We recommend that you review this notice which is available online at <https://www.aon.com/unitedkingdom/retirement-investment/retirement-investment-services-privacy-statement.jsp> or you can request a copy by contacting contact Aon, including reference to the scheme name – Merck Pension Scheme, at: Data Protection Officer, Aon Solutions UK Limited (Wealth Solutions UK), PO Box 730, Redhill, RH1 9FH