

## **Revvity (UK) Pension Scheme (the “Scheme”)**

### **Privacy Notice**

This notice explains the Trustee of the Scheme, uses and protects the personal information that it holds about members and other beneficiaries of the Scheme. **You do not need to take any action as a result of this notice.**

Ross Trustees Services Limited is the professional corporate sole trustee (the 'Trustee') of the Scheme. Contact details for the Trustee are set out at the end of this notice. The Trustee directors change from time to time, but you can find out the names of the current directors by using the contact details at the end of this notice.

The Trustee is a "controller" for the purposes of the data protection laws. The current data protection laws are set out in the Data Protection Act 1998. This will be replaced by new data protection laws with effect from 25 May 2018. We refer to both the current and the new data protection laws as the "Data Protection Laws" in this privacy notice.

#### **What is personal information?**

Personal information broadly means information that identifies (or which could, with other information that we hold or are likely to hold, identify) a living individual.

This includes any information provided to us in relation to your actual or potential membership of the Scheme by you, your employer or HM Revenue & Customs.

#### **What types of personal information might we hold about you?**

We will collect and process the information about you that you provide by filling in forms and by corresponding with us by telephone, email or otherwise. We will also collect and process information about you that is provided to us by your employer or by HM Revenue & Customs.

We may hold and process any or all of the following personal information about you:

- personal details such as your name, gender, age, date of birth, contact details (e.g. your address and postcode, email, telephone and mobile numbers), and identifiers such as your National Insurance number, pension or member reference number and employee number (where applicable);
- details of your family, lifestyle and social circumstances. This could include details about your current marriage or civil partnership, any previous relationships and details of your family and dependants;
- employment details such as your earnings, length of service, employment and career history, recruitment and termination details, attendance record, job title and job responsibilities;
- other financial details such as income, salary, assets and investments, bank account details (e.g. to process pension payments), benefits, grants and insurance details; and
- a description of your physical or mental health (where there is a legal basis for the processing of such data under the Data Protection Laws – see below).

#### **Why do we hold this information?**

We hold this information because we need it to administer the Scheme. Without your personal information, we cannot provide you with the correct benefits, at the right time. For example, we may need this information to verify your membership of the Scheme, to calculate your pension, or to assess whether you are entitled to a specific benefit or how the tax rules apply to you.

We use unique identifier information, such as your National Insurance number, pension or member reference number and employee number (where applicable) for the purposes of sending communications to you and verifying your identity.

In some instances, we may need to hold and process information relating to your physical or mental health, for example if you are applying for a pension on grounds of ill-health. We will ask for your explicit consent to this, unless there is an alternative legal basis for processing this information under the Data Protection Laws. Once you have given your consent, you can withdraw it at any time by writing to us using the contact details below.

### **Using your information in accordance with Data Protection Laws**

Data Protection Laws require us to meet certain conditions before we can use your data in the way described in this privacy notice.

In relation to personal data which is not classed as either 'sensitive personal data' or 'special categories of personal data' under the Data Protection Laws, we will rely on a condition known as 'legitimate interests' in order to process your personal data for the purposes specified above. We have legitimate interests to collect and process your personal data as it provides us with the information that we need to administer the Scheme, including providing you with the correct benefits, at the right time.

We will always ensure that we keep the amount of data collected and the extent of any processing to the absolute minimum to meet this legitimate interest.

We will only process 'sensitive personal data' or 'special categories of personal data' under the Data Protection Laws (e.g. information about your health), where you have explicitly consented or where there is an alternative legal basis for processing this information under the Data Protection Laws. This may mean that you will be asked to sign consent forms in the future. If you don't consent to our processing your data when asked to do so then it may mean that we are unable to pay your benefits. Once you have given your consent, you can withdraw it at any time by writing to us using the contact details below.

### **What do we do with the information?**

We may use your personal information for a number of purposes relating to the administration of the Scheme, including the following:

- to calculate and pay benefits. This includes providing you with details of your benefits and options under the Scheme and dealing with any queries that you have about these;
- to carry out our obligations arising from any agreement that we have with, or concerning, you and to provide you with the information, benefits and services that you request from us;
- to notify you about services provided to members of the Scheme and any changes to those services or to enable you to access those services;
- for statistical, financial modelling and reference purposes;
- for internal record keeping;
- for risk management purposes, including the insurance or management of longevity risks and related demographic risks;
- complying with our legal obligations, any relevant industry or professional rules and regulations or any applicable voluntary codes;

- complying with demands or requests made by any relevant regulators, government departments and law enforcement or tax authorities or in connection with any disputes or litigation;
- in connection with any sale, merger, acquisition, disposal, reorganisation or similar change of Revvity's business.

### **How long do we keep your information for?**

We will hold your personal information on our systems for as long as is necessary for the Scheme to provide benefits to you or your dependants.

So, for example, if your pension is paid from the Scheme when you retire, we will hold your information for the rest of your life, until your pension ceases on your death. If a pension is payable to any of your dependants after your death, we will continue to hold your information until their pensions cease. We will also continue to hold your information for a further period of at least 6 years after all benefits payable to you and your dependants have ceased, in case there are any further queries about your membership of the Scheme.

If a pension is not paid from the Scheme when you retire (e.g. because you transfer your benefits to another pension arrangement), we will hold your information for as long as you are a member of the Scheme, and for a period of at least 6 years after you cease to be a member, in case any further queries arise about your membership of the Scheme.

### **Who do we share the information with?**

We share your information with the Scheme's administrator, who are currently Conduent.

Where required for the purposes of administering the Scheme, we may also share your information with:

- the Scheme's service providers, professional advisers and auditors. This includes the Scheme actuary (who is currently Willis Towers Watson). When providing actuarial services, the Scheme actuary act as a data controller jointly with the Trustee. It also includes the Scheme's legal advisers, insurers, investment managers, banks and other organisations which advise the Trustee;
- any financial adviser or other organisation appointed by the Trustee or to advise you about your options under the Scheme or any adviser appointed by you where you have asked us to provide them with details of your benefits under the Scheme
- companies within the Revvity group and their professional advisers;
- regulators, government departments, law enforcement and tax authorities;
- any relevant ombudsman, dispute resolution body or the courts; and
- persons in connection with any sale, merger, acquisition, disposal, reorganisation or similar change in the Revvity business.

### **Where we store your personal data**

The data that we collect from you will usually be stored inside the UK or the European Union.

However, if you live or work outside of the UK or the European Union, we may need to transfer your personal data outside of the UK or the European Union to respond to any queries that you may have. Where this applies, we will take all steps reasonably necessary to ensure that your data is treated securely and in accordance with this privacy notice.

We also may transfer data outside the UK or the European Union where the Scheme's service providers, professional advisers or auditors host data outside the UK or the European Union. Where we do this, we will ensure that the transfer is to a country covered by a decision of the Commission of the European Union or is otherwise made in circumstances where we have put appropriate safeguards in place to protect your data in accordance with the Data Protection Laws.

### **Your rights in relation to your personal information**

The accuracy of the information that we hold about you is important to us. If any of the information that we hold is inaccurate or out of date, please let us know using the contact details set out at the end of this notice.

You have a number of rights under the Data Protection Laws in relation to the way we process your personal data, namely:

- to access your data;
- to have your data rectified if it is inaccurate or incomplete;
- in certain circumstances, to have your data deleted or removed;
- in certain circumstances, to restrict the processing of your data;
- a right of data portability, namely to obtain and reuse your data for your own purposes across different services;
- to object to direct marketing (we do not carry out direct marketing);
- not to be subject to automated decision making (including profiling), where it produces a legal effect or a similarly significant effect on you (we do not use automated decision making); and
- to claim compensation for damages caused by a breach of the Data Protection Laws.

If you wish to exercise any of these rights, please let us know using the contact details set out at the end of this notice.

We will aim to respond to any request received from you within one month from your request. Access to your data will usually be provided free of charge, although in certain circumstances we may make a small charge where entitled to do so under the Data Protection Laws.

Please note that we may be unable to delete or remove your data whilst we still need this to administer the Scheme – see the section 'How long do we keep information for?' above.

### **Any complaints?**

If you are not happy with the way in which your personal information is held or processed, please contact us using the details below. You also have the right to complain about data protection matters to the Information Commissioner's Office (ICO).

The ICO is the UK's independent body set up to uphold information rights. You can find out more about the ICO on its website (<https://ico.org.uk/>). The ICO can be contacted by calling 0303 123 1113.

**Contact us**

For queries on data protection or if you wish to exercise any of the rights above or if you have any other questions about the Scheme, please contact:

The Trustee of the Revvity UK Pension Scheme, c/o Jo Myerson, 4th Floor, Cannon Place,  
78 Cannon Street, London, EC4N 6HL

or email: [revvitypensions@weareigg.com](mailto:revvitypensions@weareigg.com)

Dated: 2024