

PRIVACY STATEMENT

Eco EnerSys Engineering Co., Ltd. (“Ecosysco”) is a company registered in the Kingdom of Cambodia, with its head office located in Phnom Penh. Ecosysco provides professional consulting and engineering services in the fields of energy, infrastructure, environment, and sustainable development.

1. Our Privacy Policy

Ecosysco values integrity, transparency, and respect for the rights of all individuals whose data we collect and process. We handle personal data responsibly and in compliance with applicable laws of the Kingdom of Cambodia, including the Law on Telecommunications (2015), Sub-Decree No. 343 on the Management, Use, and Protection of Personal Data in the Telecommunications Sector (2022), and other relevant regulations. Ecosysco is responsible for the processing of personal data when individuals are engaged as employees, consultants, suppliers, partners, or clients of Ecosysco.

2. Data Protection Focal Person

Ecosysco has designated a **Data Protection Focal Person (DPFP)** to oversee compliance with this Privacy Policy and ensure that personal data is handled lawfully and securely.

3. Purpose of Data Processing

Ecosysco processes personal data only for legitimate business purposes, including:

- Recruitment, Engagement, and human resource management.
- Contract administration and project implementation.
- Payment processing and tax compliance.
- Communication with clients, partners, and suppliers.
- Compliance with Cambodian laws and donor or contractual obligations.

4. Categories of Personal Data and Legal Basis

Ecosysco may collect and process the following categories of personal data:

- **Identification data** (name, gender, date of birth, national ID, passport number).
- **Contact information** (address, phone number, email).
- **Engagement and education data** (CVs, qualifications, references).
- **Financial data** (bank details, tax identification, payment information).

- **Photographic or video data** (for project documentation or company communications).

The **legal basis** for processing this data is the contractual or Engagement relationship between Ecosysco and the data subject, compliance with legal obligations, and legitimate business interests.

5. Automated Decision-Making

Ecosysco does **not** make decisions affecting individuals based solely on automated data processing. All Engagement, contract, or partnership decisions are made with human review and oversight.

6. Retention of Personal Data

Personal data will be kept only as long as necessary for the purposes described above.

- Engagement and Employees and Consultants data are retained for up to three (3) years after the end of the contract or engagement.
- Financial and tax-related data are retained for seven (7) years in compliance with Cambodian tax regulations.

7. Sharing of Personal Data

Ecosysco may share personal data, on a need-to-know basis, with:

- Subsidiaries, project offices, or partner firms engaged in joint assignments.
- Clients, donors, or government institutions for project or reporting purposes.
- Service providers, such as accountants, auditors, or IT support, who act under Ecosysco's instructions.

All third parties handling personal data on behalf of Ecosysco are required to apply appropriate confidentiality and data-protection measures.

8. Data Security

Ecosysco takes reasonable technical and organizational measures to protect personal data from unauthorized access, disclosure, alteration, or destruction. These include password-protected systems, restricted access to sensitive files, secure storage of physical documents, and staff awareness on data protection practices.

9. Rights of Data Subjects

Under Cambodian law, individuals whose data are processed by Ecosysco have the right to:

- Request access to their personal data.
- Request correction or deletion of inaccurate or outdated information.
- Object to or restrict certain processing activities.

Requests related to these rights can be submitted in writing to Ecosysco. Ecosysco will respond to valid requests within a reasonable time frame.

10. Complaints and Inquiries

If you believe that Ecosysco has mishandled your personal data or violated this policy, you may contact the Data Protection Focal Person directly. If the issue is not resolved, you may also contact the Telecommunication Regulator of Cambodia (TRC) or other competent authorities responsible for data protection.

11. Updates to This Policy

Ecosysco may update this Privacy Statement from time to time to reflect changes in law or internal practices. The latest version will always be available upon request or on our official communication channels.

12. Contact Information

Eco EnerSys Engineering Co., Ltd.

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 Website: <https://ecosysco.asia/>