



MEGAFORCE SECURITY GROUP

Privacy Manual

I. INTRODUCTION

This **Privacy Manual** is hereby adopted in compliance with Republic Act No. 10173 or the Data Privacy Act of 2012 (DPA), its Implementing Rules and Regulations, and other relevant policies, including issuances of the National Privacy Commission.

Megaforce Security Group respects and values your data privacy rights, and makes sure that all personal data collected from you, our clients and customers, are processed in adherence to the general principles of transparency, legitimate purpose, and proportionality.

This Manual shall inform you of our data protection and security measures, and may serve as your guide in exercising your rights under the DPA.

II. DEFINITION OF TERMS

- a. **Data Privacy Act** or **DPA** refers to Republic Act No. 10173 or the Data Privacy Act of 2012 and it's implementing rules and regulations.
- b. **Data Subject** refers to an individual whose Personal Information, Sensitive Personal Information, or Privileged Information is processed.
- c. **Company** refers to **Megaforce Security Group**:
 1. Megafoce Security Sevices, Corp.
 2. United Megaforce Security Services, Inc.
 3. Tri Megaforce Security Services, Corp.
- d. **Data Protection Officer** or **DPO** refers to the officer duly designated by the Company to be accountable for the latter's compliance with the Data Privacy Act, its IRR and any other government-issued data privacy regulations and issuances, as well as implementations of the Manual. The DPO shall also act as liaison between the Company and the National Privacy Commission for privacy-related compliance matters.
- e. **Authorized Personnel** refers to employee/s or officer/s of the Company authorized to collect and/or process Personal Data whether by the function of their office or position, or through specific authority given in accordance with the policies of the Company.

- f. **Personal Data** collectively refers to Personal Information, Sensitive Personal Information, and Privileged Information.
- g. **Personal Information** refers to any information, whether recorded in a material form or not, from which the identity of an individual is apparent or can be reasonably and directly ascertained by the entity holding the information, or when put together with other information would directly and certainly identify an individual.
- h. **Processing** refers to any operation or set of operations performed upon Personal Data including, but not limited to, the collection, recording, organization, storage, updating or modification, retrieval, consultation, use, consolidation, blocking, erasure or destruction of data. Processing may be performed through automated means, or manual processing, if the Personal Data are contained or are intended to be contained in a filing system.
- i. **Privileged Information** refers to any and all forms of Personal Data, which, under the Rules of Court and other pertinent laws constitute privileged communication.
- j. **Incident** is an event or occurrence that affects or tends to affect data protection, or may compromise the availability, integrity and confidentiality of Personal Data. It includes incidents that would result to a personal data breach, if not for safeguards that have been put in place.
- k. **Sensitive Personal Information** refers to **Personal Data**:
 - 1. About an individual's race, ethnic origin, marital status, age, color, and religious, philosophical or political affiliations;
 - 2. About an individual's health, education, genetic or sexual life, or to any proceeding for any offense committed or alleged to have been committed by such individual, the disposal of such proceedings, or the sentence of any court in such proceedings;
 - 3. Issued by government agencies peculiar to an individual which includes, but is not limited to, social security numbers, previous or current health records, licenses or its denials, suspension or revocation, and tax returns; and
 - 4. Specifically established by an executive order or an act of Congress to be kept classified.
- l. **Information and Communication System** refers to a system of generating, sending receiving, storing or otherwise processing electric data messages, or electronic documents, and includes the computer system or other similar device by which the data

is recorded, transmitted or stored, and any procedure related to the recording, transmission, or storage of electronic data, electronic message, or electronic document.

- m. **Privacy Policy** refers to the internal statement that governs the Company's practices of handling personal data. It instructs the users of Personal data on the processing of Personal Data and informs them of the rights of the Data Subjects. This Manual outlines the Privacy Policy of the Company.
- n. **Security Measures** refers to the physical, technical and organizational measures employed by the Company to protect personal data from natural and human dangers.

III. SCOPES AND LIMITATIONS

All personnel of this organization, regardless of the type of employment or contractual arrangement, must comply with the terms set out in this Privacy Manual.

IV. DATA PRIVACY PRINCIPLES

All Processing of Personal Data within the Company should be conducted in compliance with the following data privacy principles as espoused in the Data Privacy Act:

a. Transparency

The Data Subject must be aware of the nature, purpose, and extent of the Processing of his or her Personal Data by the Company, including the risks and safeguards involved, the identity of persons and entities involved in Processing his or her Personal Data, his or her rights as a Data Subject, and how these can be exercised. Any information and communication relating to the Processing of Personal Data should be easy to access and understand, using clear and plain language.

b. Legitimate purpose

The Processing of Personal Data by the Company shall be compatible with a declared and specified purpose which must not be contrary to law, morals, or public policy.

c. Proportionality

The Processing of Personal Data shall be adequate, relevant, suitable, necessary, and not excessive in relation to a declared and specified purpose. Personal Data shall be processed by the Company only if the purpose of the Processing could not reasonably be fulfilled by other means.

V. PROCESSING OF PERSONAL DATA

The DPO, with the assistance of the Company's DPO and Data and Document Controller and any other departments of the Company responsible for the Processing of Personal Data, shall document the Company's Personal Data Processing procedures. The DPO shall ensure that such procedures are updated and that the consent of the Data Subjects (when required by the DPA or other applicable laws or regulations) is properly obtained and evidenced by written, electronic or recorded means. Such procedures shall also be regularly monitored, modified, and updated to ensure that the rights of the Data Subjects are respected, and that Processing thereof is done fully in accordance with the DPA and other applicable laws and regulations.

VI. DATA RETENTION SCHEDULE

Subject to applicable requirements of the DPA and other relevant laws and regulations, Personal Data shall not be retained by the Company for a period longer than necessary and/or proportionate to the purposes for which such data was collected. The DPO, with the assistance of the Company's CHR and any other departments of the Company responsible for the Processing of Personal Data, shall be responsible for developing measures to determine the applicable data retention schedules, and procedures to allow for the withdrawal of previously given consent of the Data Subject, as well as to safeguard the destruction and disposal of such Personal Data in accordance with the DPA and other applicable laws and regulations.

VII. SECURITY MEASURES

a. **Physical Security** - The DPO, with the assistance of an IT Officer, Personnel Assistant and an Admin Assistant, shall comply with the following guidelines for Physical Security:

1. Develop and implement systems, policies and procedures for the Company to monitor and limit access to, and activities in, the offices of Megaforce Security Group, as well as any other departments and/or workstations in the Company where Personal Data is processed, including guidelines that specify the proper use of, and access to, electronic media;
2. Design of Office Space and workstations, including the physical arrangements of furniture and equipment, shall provide privacy to anyone processing personal data; taking in consideration the environment and accessibility to the public;
3. The duties and responsibilities and schedule of individuals involved in the processing of personal data shall be clearly defined to ensure that only the individuals actually performing official duties shall be in the room or work station, at any given time;
4. Any natural or juridical person or other body involved in the processing of personal data shall implement policies and procedures regarding the transfer, removal, disposal and reuse of electronic media; to ensure appropriate protection of personal data;

5. Policies and procedures that prevent the mechanical destruction of files and equipments shall be established. The room and workstation used in the processing of personal data shall, as far as practicable, be secured against natural disasters, power disturbances, external access, and other similar threats.

b. Technical Security - The DPO, with the cooperation and assistance of CITM, shall continuously develop and evaluate the Company's security policy with respect to the Processing of Personal Data. The security policy should include the following minimum requirements:

1. Safeguards to protect the Company's computer network and systems against accidental, unlawful, or unauthorized usage, any interference which will affect data integrity or hinder the functioning or availability of the system, and unauthorized access;

2. The ability to ensure and maintain the confidentiality, integrity, availability, and resilience of the Company's data processing systems and services;

3. Regular monitoring for security breaches, and a process both for identifying and accessing reasonably foreseeable vulnerabilities in the Company's computer network and system, and for taking preventive, corrective, and mitigating actions against security incidents that can lead to a Personal Data breach;

4. The ability to restore the availability and access to Personal Data in a timely manner in the event of a physical or technical incident;

5. A process for regularly testing, assessing, and evaluating the effectiveness of security measures;

6. Encryption of Personal Data during storage and while in transit, authentication process, and other technical security measures that control and limit access thereto.

VIII. RIGHTS OF THE DATA SUBJECT

As provided under the DPA, Data Subjects have the following rights in connection with the Processing of their Personal Data: right to be informed, right to object, right to access, right to rectification, right to erasure or blocking, and right to damages. Employees and agents of the Company are required to strictly respect and obey the rights of the Data Subjects. The DPO, with the assistance of the Personnel Assistant shall be responsible for monitoring such compliance and developing the appropriate disciplinary measures and mechanism.

a. Right to be Informed

The Data Subject has the right to be informed whether Personal Data pertaining to him or her shall be, are being, or have been processed. The Data Subject shall be notified and furnished with information indicated hereunder before the entry of his or her Personal Data into the records of the Company, or at the next practical opportunity:

1. Description of the Personal Data to be entered into the system;
2. Purposes for which they are being or will be processed, including Processing for direct marketing, profiling or historical, statistical or scientific purpose;
3. Basis of Processing, when Processing is not based on the consent of the Data Subject;
4. Scope and method of the Personal Data Processing;
5. The recipients or classes of recipients to whom the Personal Data are or may be disclosed or shared;
6. Methods utilized for automated access, if the same is allowed by the Data Subject, and the extent to which such access is authorized, including meaningful information about the logic involved, as well as the significance and the envisaged consequences of such Processing for the Data Subject;
7. The identity and contact details of the DPO;
8. The period for which the Personal Data will be stored; and
9. The existence of their rights as Data Subjects, including the right to access, correction, and to object to the Processing, as well as the right to lodge a complaint before the National Privacy Commission.

b. Right to Object

1. The Data Subject shall have the right to object to the Processing of his or her Personal Data, including Processing for direct marketing, automated Processing or profiling. The Data Subject shall also be notified and given an opportunity to withhold consent to the Processing in case of changes or any amendment to the information supplied or declared to the Data Subject in the preceding paragraph.

When a Data Subject objects or withholds consent, the Company shall no longer process the Personal Data, unless:

- i. The Personal Data is needed pursuant to a subpoena;
- ii. The Processing is for obvious purposes, including, when it is necessary for the performance of or in relation to a contract or service to which the Data Subject is a party, or when necessary or desirable in the context of an employer-employee relationship between the Company and the Data Subject; or
- iii. The Personal Data is being collected and processed to comply with a legal obligation.

c. Right to Access

1. The Data Subject has the right to reasonable access to, upon demand, the following:
 - i. Contents of his or her Personal Data that were processed;
 - ii. Sources from which Personal Data were obtained;
 - iii. Names and addresses of recipients of the Personal Data;
 - iv. Manner by which his or her Personal Data were processed;
 - v. Reasons for the disclosure of the Personal Data to recipients, if any;
 - vi. Information on automated processes where the Personal Data will, or is likely to, be made as the sole basis for any decision that significantly affects or will affect the Data Subject;
 - vii. Date when Personal Data concerning the Data Subject were last accessed and modified; an
 - viii. The designation, name or identity, and address of the DPO.

d. Right to Rectification

The Data Subject has the right to dispute the inaccuracy or rectify the error in his or her Personal Data, and the Company shall correct it immediately and accordingly, unless the request is vexatious or otherwise unreasonable. If the Personal Data has been corrected, the Company shall ensure the accessibility of both the new and the retracted Personal Data and the simultaneous receipt of the new and the retracted Personal Data by the intended recipients thereof: Provided, That recipients or third parties who have previously received

such processed Personal Data shall be informed of its inaccuracy and its rectification, upon reasonable request of the Data Subject.

e. Right to Erasure or Blocking

The Data Subject shall have the right to suspend, withdraw, or order the blocking, removal, or destruction of his or her Personal Data from the Company's filing system.

1. This right may be exercised upon discovery and substantial proof of any of the following:
 - i. The Personal Data is incomplete, outdated, false, or unlawfully obtained;
 - ii. The Personal Data is being used for purpose not authorized by the Data Subject;
 - iii. The Personal Data is no longer necessary for the purposes for which they were collected;
 - iv. The Data Subject withdraws consent or objects to the Processing, and there is no other legal ground or overriding legitimate interest for the Processing by the Company;
 - v. The Personal Data concerns private information that is prejudicial to Data Subject, unless justified by freedom of speech, of expression, or of the press or otherwise authorized;
 - vi. The Processing is unlawful; or
 - vii. The Data Subject's rights have been violated.
2. The DPO may notify third parties who have previously received such processed Personal Data that the Data Subject has withdrawn his or her consent to the Processing thereof upon reasonable request by the Data Subject.

f. Transmissibility of Rights of Data Subjects

The lawful heirs and assigns of the Data Subject may invoke the rights of the Data Subject to which he or she is an heir or an assignee, at any time after the death of the Data Subject, or when the Data Subject is incapacitated or incapable of exercising his/her rights.

g. Data Portability

Where his or her Personal Data is processed by the Company through electronic means and in a structured and commonly used format, the Data Subject shall have the right to obtain a copy of such data in an electronic or structured format that is commonly used and allows for

further use by the Data Subject. The exercise of this right shall primarily take into account the right of Data Subject to have control over his or her Personal Data being processed based on consent or contract, for commercial purpose, or through automated means. The DPO shall regularly monitor and implement the National Privacy Commission's issuances specifying the electronic format referred to above, as well as the technical standards, modalities, procedures and other rules for their transfer.

IX. DATA BREACHES & SECURITY INCIDENTS

a. Data Breach Notification

1. The DPO shall notify the National Privacy Commission and the affected Data Subjects within seventy-two hours upon knowledge thereof.
2. Notification of personal data breach shall be required when sensitive personal information or any other information that may, under the circumstances, be used to enable identity fraud are reasonably believed to have been acquired by an unauthorized person, and the personal information controller or the Commission believes that such unauthorized acquisition is likely to give rise to a real risk of serious harm to any affected data subject.

b. Breach Reports

1. The DPO shall notify the Commission by submitting a report, whether written or electronic, containing the required contents of notification.

X. OUTSOURCING AND SUBCONTRACTING AGREEMENTS

Any Personal Data Processing conducted by an external agent or entity (third-party service provider) on behalf of the Company should be evidenced by a valid written contract with the Company. Such contract should expressly set out the subject matter and duration of the Processing, the nature and purpose of the Processing, the type of Personal Data and categories of Data Subjects, the obligations and rights of the Company, and the geographic location of the Processing under the contract.

The fact that the Company entered into such contract or arrangement does not give the said external agent or entity the authority to subcontract to another entity the whole or part of the subject matter of said contract or arrangement, unless expressly stipulated in writing in the same contract or evidenced by a separate written consent/agreement of the Company.

The subcontracting agreement must also comply with the standards/criteria prescribed by the immediately preceding paragraph. In addition, the contract and the subcontracting contract shall include express stipulations requiring the external agent or entity (including the subcontractor) to:

- a. Process the Personal Data only upon the documented instructions of the Company, including transfers of Personal Data to another country or an international organization, unless such transfer is required by law;

- b. Ensure that an obligation of confidentiality is imposed on persons and employees authorized by the external agent/entity and subcontractor to process the Personal Data;
- c. Implement appropriate security measures;
- d. Comply with the Data Privacy Act and other issuances of the National Privacy Commission, and other applicable laws, in addition to the obligations provided in the contract, or other legal act with the external party;
- e. Not engage another processor without prior instruction from the Company: Provided, that any such arrangement shall ensure that the same obligations for data protection under the contract or legal act are implemented, taking into account the nature of the Processing;
- f. Assist the Company, by appropriate technical and organizational measures, and to the extent possible, fulfil the obligation to respond to requests by Data Subjects relative to the exercise of their rights;
- g. Assist the Company in ensuring compliance with the Data Privacy Act and other issuances of the National Privacy Commission, taking into account the nature of Processing and the information available to the external party who acts as a Personal Information Processor as defined under the Data Privacy Act;
- h. At the choice of the Company, delete or return all Personal Data to it after the end of the provision of services relating to the Processing: Provided, that this includes deleting existing copies unless storage is authorized by the Data Privacy Act or other applicable laws or regulations;
- i. Make available to the Company all information necessary to demonstrate compliance with the obligations laid down in the Data Privacy Act, and allow for and contribute to audits, including inspections, conducted by the Company or another auditor mandated by the latter; and
- j. Immediately inform the Company if, in its opinion, an instruction violates the Data Privacy Act or any other issuance of the National Privacy Commission.