

Privacy Notice

Last updated: October 2026

1. Who we are

Energy Bolting Limited ("Energy Bolting", "we", "us") manufactures special fasteners, machined components and associated products, and is part of the Nord-Lock Group. We are the controller of the personal data described in this notice.

Registered in England and Wales, company number 11228792. Registered office: Enterprise Drive, Four Ashes, Wolverhampton, WV10 7DF, United Kingdom.

Contact us about your data: sales@energybolting.com, +44 (0)1902 509000, or by post to the address above marked "Data Protection".

2. Who this notice covers

We trade business-to-business. This notice covers personal data about the individuals we deal with in that context: contacts at our customers, suppliers and other business partners, visitors to our website, and people who contact us or apply for a job with us. Our own employees receive a separate notice.

3. What we collect and where from

- **Contact details** – name, job title, employer, business email address, phone number and address.
- **Business records** – enquiries, quotations, orders, deliveries, invoices, correspondence and call notes.
- **Compliance information** – information needed for credit checks, quality and traceability records, and export control or sanctions screening where required.
- **Website data** – IP address, browser and device type, and pages visited (see Cookies below).
- **Recruitment data** – your CV and anything else you choose to send us when applying for a role.

We collect this from you directly, from your employer or colleagues in the normal course of business, from public sources (such as company websites, LinkedIn and Companies House), from credit reference agencies, and from our website.

4. How we use it and our lawful basis

- **Handling enquiries, quotes, orders, delivery and invoicing** – performance of a contract, or our legitimate interest in running our business.
- **Managing suppliers and purchasing** – our legitimate interests.
- **Quality, traceability and certification records** – our legal obligations and legitimate interests.
- **Legal, tax, accounting, export control and sanctions compliance** – our legal obligations.
- **Business marketing** (product news, company updates) – our legitimate interests, or your consent where the law requires it. Every marketing email includes an unsubscribe link, or you can simply tell us to stop.
- **Running, securing and improving our website** – our legitimate interests (and consent for any cookies that require it).
- **Recruitment** – taking steps at your request before entering into a contract, and our legitimate interests.
- **Group administration and reporting within the Nord-Lock Group** – our legitimate interests.

We do not use automated decision-making that has legal or similarly significant effects on you.

5. Who we share it with

We do not sell personal data. We share it only where necessary, with:

- other Nord-Lock Group companies, including in Sweden, for group management, reporting, shared systems and customer service;
- service providers acting on our instructions, such as IT, hosting, email, business systems, website, logistics and courier providers;
- professional advisers, auditors, insurers, banks, and credit reference or credit insurance providers;



- certification bodies and auditors, where needed for our quality and product certifications;
- HMRC, regulators, law enforcement and other authorities where we are legally required to; and
- a prospective buyer, investor or successor in the event of a sale, merger or reorganisation of our business.

6. International transfers

Some recipients are located outside the UK, for example group companies in the EEA (which the UK recognises as providing adequate protection). Where we transfer personal data to a country without UK adequacy regulations, we use appropriate safeguards such as the ICO's International Data Transfer Agreement or the UK Addendum to the EU Standard Contractual Clauses. Contact us for details.

7. How long we keep it

We keep personal data only for as long as we need it. As a guide:

- transaction and financial records – six years from the end of the relevant financial year;
- quality and traceability records – for the period required by our certifications, the applicable product standards and customer contracts;
- marketing contacts – until you opt out, and we remove contacts who have not engaged with us for three years;
- unsuccessful job applications – six months after the role is filled, unless you agree to us keeping them longer; and
- website analytics – in line with the retention settings of our analytics tools.

When data is no longer needed it is securely deleted or destroyed, including wiping devices before disposal.

8. Keeping it secure

We use appropriate technical and organisational measures to protect personal data, including access controls, secure passwords, backups and secure disposal of equipment and records. Our service providers are required by contract to protect the data they handle for us.

9. Cookies

Our website uses cookies. Strictly necessary cookies are needed for the site to work. We may also use analytics cookies, solely to understand in aggregate how visitors use the site so that we can improve it; you can opt out of these via our cookie settings or your browser. Any cookies used for advertising or marketing will only be set with your consent. You can block or delete cookies in your browser settings, although parts of the site may then not work properly.

10. Your rights

Under UK data protection law you have the right to: access the personal data we hold about you; have it corrected; have it erased; restrict or object to our use of it (including an absolute right to object to direct marketing); receive it in a portable format; and withdraw consent at any time where we rely on consent. Some rights apply only in certain circumstances.

To exercise any right, contact us using the details in section 1. There is normally no charge. We may need to verify your identity, and we will respond within one month (extendable by up to two further months for complex requests, in which case we will tell you).

11. Complaints

If you are unhappy with how we have handled your personal data, please contact us first. We will acknowledge your complaint within 30 days and respond without undue delay. You also have the right to complain to the Information Commissioner's Office (ICO): ico.org.uk, 0303 123 1113.

12. Changes to this notice

We may update this notice from time to time. The current version will always be available on our website, with the date it was last updated shown at the top.