

INGOLD SOLUTIONS GMBH

Email Policy (Ref No: - ISMS/IS/5.2/10)

Electronic email is pervasively used in almost all industry verticals and is often the primary communication and awareness method within an organization. At the same time, misuse of email can post many legal, privacy and security risks, thus it's important for users to understand the appropriate use of electronic communications.

Purpose-

The purpose of this email policy is to ensure the proper use of **INGOLD SOLUTIONS GMBH** email system and make users aware of what **INGOLD SOLUTIONS GMBH** deems as acceptable and unacceptable use of its email system. This policy outlines the minimum requirements for use of email within **INGOLD SOLUTIONS GMBH** Network.

Scope-

This policy covers appropriate use of any email sent from a **INGOLD SOLUTIONS GMBH** email address and applies to all employees, vendors, and agents operating on behalf of **INGOLD SOLUTIONS GMBH**.

Policy-

1. All use of email must be consistent with **INGOLD SOLUTIONS GMBH** policies and procedures of ethical conduct, safety, compliance with applicable laws and proper business practices.
2. **INGOLD SOLUTIONS GMBH** email account should be used primarily for **INGOLD SOLUTIONS GMBH** work-related purposes only; personal communication is not permitted from **INGOLD SOLUTIONS GMBH** email account.
3. All **INGOLD SOLUTIONS GMBH** data contained within an email message or an attachment must be secured according to the Data Protection Standard.
4. Email should be retained only if it qualifies as a **INGOLD SOLUTIONS GMBH** business record. Email is a **INGOLD SOLUTIONS GMBH** business record if there exists a legitimate and ongoing business reason to preserve the information contained in the email.
5. Email that is identified as a **INGOLD SOLUTIONS GMBH** business record shall be retained according to **INGOLD SOLUTIONS GMBH** Record Retention Schedule.
6. The **INGOLD SOLUTIONS GMBH** email system shall not to be used for the creation or distribution of any disruptive or offensive messages, including offensive comments about race, gender, hair color, disabilities, age, sexual orientation, pornography, religious beliefs and practice, political beliefs, or national origin. Employees who receive any emails with this content from any **INGOLD SOLUTIONS GMBH** employee should report the matter to their supervisor immediately.

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7. Users are prohibited from automatically forwarding **INGOLD SOLUTIONS GMBH** email to a third party email system. Individual messages which are forwarded by the user must not contain **INGOLD SOLUTIONS GMBH** confidential or above information.
8. **INGOLD SOLUTIONS GMBH** employees shall have no expectation of privacy in anything they store, send or receive on the **INGOLD SOLUTIONS GMBH**'s email system.
9. **INGOLD SOLUTIONS GMBH** may monitor messages without prior notice. **INGOLD SOLUTIONS GMBH** is not obliged to monitor email messages.

Policy Compliance-

Compliance Measurement-

The **INGOLD SOLUTIONS**' team will verify compliance to this policy through various methods, including but not limited to, periodic walk-thrus, video monitoring, business tool reports, internal and external audits, and feedback to the policy owner.

Exceptions-

Any exception to the policy must be approved by the **INGOLD SOLUTIONS GMBH** team in advance.

Non-compliance-

An employee found to have violated this policy may be subject to disciplinary action, up to and including termination of employment.