

RPMGBCC

Employee Biometric Data Protection Policy Consent and Release Form

Applicable in the INDIA

I acknowledge that I have received a copy of the Employee Biometric Data Protection Policy applicable to RPMGBCC ("RPM") and its subsidiaries (collectively with RPM, the "Company") and that I have read and understand the same.

I understand and agree that the Company may use cameras, kiosks, and similar devices that may collect, retain, disclose, disperse, and use information derived from the scanning of my facial geometry, fingerprints or other Biometric Data (as the term is defined in the Employee Biometric Data Protection Policy) in order to facilitate or otherwise satisfy purposes set forth in Section 3.1 of the Employee Biometric Data Protection Policy.

I understand and agree that no statement or representation by a supervisor or manager or any other employee or person, whether oral or written, can supplement or modify the Employee Biometric Data Protection Policy, unless and only to the extent to which the Employee Biometric Data Protection Policy explicitly authorizes such a supplement or modification.

I represent and warrant to the Company that I am at least eighteen (18) years of age, and I am of sound mind to execute this Consent and Release Form.

I further represent and warrant to the Company that I have the full right and authority to submit Biometric Data to the Company and in doing so will not (i) violate any law, statute, or regulation, (ii) require the separate consent or authorization of any third party, or (iii) infringe upon or otherwise violate any individual's legal rights or privileges, including the right to privacy.

Unless prohibited by law, I hereby release and agree to indemnify hold the Company harmless from any liability from any claim, action, suit or demand of any kind or nature whatsoever arising from this Consent and Release Form or the Company's past, present, and future collection, use, disclosure, retention, or disposal of Biometric Data, notwithstanding when or where such Biometric Data activities occurred.

In exchange for agreeing to this Consent and Release Form, I hereby acknowledge and agree that I will be able to access and use the Company's devices to facilitate the collection, retention, and use of my Biometric Data, and such access and use provide tangible and intangible benefits and advantages, including (but not limited to) efficient and effective access to, and use of, Company resources.

By signing below, I acknowledge and agree (i) to the past, present, and future collection, use, disclosure, transmission and storage of my Biometric Data as described above and as described in the Company's Biometric Data Privacy Policy, (ii) that I have access to, and reviewed, the Company's Biometric Data Privacy Policy, and that I have read and understand

the same, and (iii) that I agree with all other terms and conditions set forth herein.

I understand that any delay or failure by the Company to enforce any rule, regulation, or procedure contained in the Biometric Data Protection Policy will not constitute a waiver of the Company's right to do so in the future.

I further understand that the Biometric Data Protection Policy is not intended, in any way, to modify my current professional or contractual relationship with the Company.

I understand that all measures applicable to India's data privacy laws have been suitably enforced and that RPM shall make lawful disclosures when necessary by law.

* * * * *

Employee (Print):	
Employee (Signature):	
Date (Month/Day/Year):	
Title:	