WEM Automation Website Privacy Policy

This Privacy Policy is effective as of November 9, 2026, and supersedes all prior versions.

1. Who We Are and What This Policy Covers. Valstone America Inc., doing business as WEM Automation ("**WEM**," "we" or "us"), operates www.wemautomation.com. This policy explains how we collect, use and share personal information through this website.

This policy does not cover data generated by or entered into WEM control systems, software or services provided to our customers, such as production records and alarm logs. That data is governed by the customer's agreement with WEM, including the WEM General Terms & Conditions. Where this policy and a customer agreement differ, the customer agreement controls.

2. Information We Collect.

(a) **Information you give us.** When you contact us, request a quote or parts, or apply for a job, we collect the details you provide. These typically include your name, company, job title, email address, phone number and message, and for job applications, your resume and work history.

(b) **Information collected automatically.** When you visit the site, our servers record technical information such as your IP address, browser and device type, the pages you view, and the site that referred you.

(c) We do not ask for sensitive personal information through this website, and we ask that you not send it to us.

3. How We Use It. We use personal information to respond to your inquiries, quotes and parts requests; to provide support and manage our business relationship with you; and to evaluate job applications. We may also send you information about WEM products and services that relate to your inquiry or relationship with us, and you can opt out of those messages at any time. Finally, we use technical information to operate, secure and improve the website and to comply with legal obligations.

4. How We Share It.

We do not sell or rent personal information, and we do not share it with advertisers or other third parties for their own marketing. We share it only in the following circumstances:

(a) **Service providers** that host the website, deliver email or manage customer records on our behalf. They may use the information only to provide those services to us.

(b) **Legal requirements.** We disclose information when required by law, subpoena or court order, and only to the extent required.

(c) **Business transfers.** If WEM is involved in a merger, acquisition or sale of its business, personal information may transfer to the successor, which must continue to protect it consistently with this policy.

5. Cookies and Email Tracking.

(a) The website uses only the cookies it needs in order to function. We do not use cookies for analytics or advertising. You can block or delete cookies through your browser settings, although some parts of the site may not work properly without them.

(b) Our marketing emails are sent through Mailchimp. These emails may contain a small tracking image and tracked links that tell us whether a message was opened and which links were clicked. We use this information to improve our communications. You can avoid it by blocking images in your email program or by unsubscribing.

(c) The website does not currently respond to browser "Do Not Track" signals, because no common standard for them has been adopted.

6. Retention and Security.

(a) We keep personal information for as long as we need it to respond to you, maintain our business relationship, or meet legal, accounting and record-keeping obligations, and we then delete it. We protect it with reasonable administrative, technical and physical safeguards. Because no system or transmission over the internet is completely secure, however, we cannot guarantee absolute security.

(b) **International visitors.** WEM is based in the United States, and the personal information we collect is stored and processed in the United States by us and by our service providers. Privacy law in the United States may differ from the law where you live. Wherever you send us information from, we handle it as this policy describes.

7. Your Choices and Rights.

(a) You may ask us to tell you what personal information we hold about you, to correct it, or to delete it, by contacting us as described in Section 8. We will respond within a reasonable time and as applicable law requires. You can stop receiving marketing email from us at any time by using the unsubscribe link in the message or by contacting us.

(b) Depending on where you live, local law may give you additional rights, such as the right to object to our use of your information or withdraw your consent to it, to receive a copy of it in a portable format, or to file a complaint with your local data protection authority. We will honor those rights as the applicable law requires.

8. Changes and Contact.

(a) **Changes to this policy.** When we update this policy, we will post the revised version on this page with a new effective date. If a change materially affects how we handle personal information we already hold, we will also give notice on the website or by email before the change takes effect.

(b) **Contact us.** Send questions and privacy requests to:

Lindsay Chim, Managing Director and Privacy Contact
Valstone America Inc., dba WEM Automation
W237N2920 Woodgate Rd, Suite 100, Pewaukee, WI 53072, United States
Email: lchim@wemautomation.com
Phone: 262-782-2340