

## Appendix C – Notification regarding the collection of personal data

You are receiving this notice because we wish to inform you that we have received, or will receive, information about you in connection with your work as a temporary worker hired by Bravida.

In accordance with Article 13 and 14 of the General Data Protection Regulation<sup>1</sup> (GDPR), we must provide you with certain information when we collect data about you, either directly from you or from other sources, such as the temporary staffing agency, who are hiring out temporary workers to Bravida.

The information we are required to provide is as follows:

1. We are the data controller – how can you contact us?
2. Contact details for the Data Protection Officer
3. The purposes and legal basis for the processing of your personal data
4. Categories of personal data
5. Recipients or categories of recipients
6. Transfer to recipients in third countries, including international organizations
7. The source of your personal data
8. Storage of your personal data
9. Your rights
10. Complaint with the Data Protection Authority

Below you will find an explanation regarding the information we must provide you.

This notice is for informational purposes only, and the case does not immediately give cause for any processing regarding you.

If you have any questions, please feel free to contact us using the details provided below.

Yours sincerely,

Bravida Danmark A/S

---

<sup>1</sup> Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC.

According to Article 14, paragraph 1, the data controller must provide the data subject with specific information when personal data is not collected directly from the data subject.

## Information about our processing of your personal data

### 1. We are the data controller – how can you contact us?

Bravida Danmark A/S is the data controller responsible for the processing of the personal data that we have received about you. You can find our contact details below:

#### **Bravida Danmark A/S**

Park Allé 373

2605 Brøndby

CVR no.: 14769005

Telephone: +45 43 22 11 00

Email: [info@bravida.dk](mailto:info@bravida.dk)

### 2. Contact details for the Data Protection Officer

If you have any questions regarding our processing of your personal data, you are welcome to contact us via email at [gdpr@bravida.dk](mailto:gdpr@bravida.dk) or by telephone at +45 43 22 11 00. Should you have specific questions for the Data Protection Officer, please contact [dpo@bravida.se](mailto:dpo@bravida.se).

### 3. The purposes and legal basis for the processing of your personal data

As a general rule, we process your information to manage our agreement for hiring-in temporary work and to ensure that you have the correct conditions for employment, work, and pay in connection to you performing work tasks at Bravida as a temporary worker.

We process your personal data for the following purposes:

- To coordinate and oversee the temporary employment relationship, including task management and system access administration.
- To comply with applicable rules for orderly conditions in the workplace, including EU and Danish legislation.
- To fulfill contracts between us and your employer, as well as between us and our client (often referred to as “the Project Owner”).
- To act in accordance with applicable collective agreements, framework agreements, and similar arrangements.
- To adhere to Bravida’s guidelines and our Code of Conduct.

The legal basis for our processing of your personal data includes:

- The Working Environment Act, the Offshore Safety Act, and Chapter 4A of the Aviation Act.
- The Act on Equal Treatment of Men and Women.
- The Act on Equal Pay for Men and Women.
- The Act Prohibiting Discrimination in the Labor Market.
- The Act on the Implementation of Certain Parts of the Working Time Directive.
- The Act on the Legal Position of Temporary Staff when assigned through a temporary staffing agency.
- The Act on the Posting of Workers.
- Relevant EU directives.

- Various Danish tax laws.

Furthermore, the following provisions of the General Data Protection Regulation apply:

- Article 6(1)(b) concerning the performance of a contract.
- Article 6(1)(c) concerning compliance with a legal obligation.
- Article 6(1)(d) concerning the protection of your vital interests (including your employment, working, and pay conditions).
- Article 6(1)(e) concerning tasks carried out in the public interest, specifically ensuring orderly conditions in the workplace.
- Article 6(1)(f) concerning the pursuit of a legitimate interest.

Please note that we rarely collect information that requires your consent.

### **Legitimate interests pursued with the processing**

As mentioned above, our processing of your personal data is partly based on the balancing of interests according to Article 6(1)(f) of the Regulation. The legitimate interests that justify the processing are to ensure that the work performed by Bravida Danmark A/S does not contribute to social dumping, and to maintain orderly conditions in the workplace.

## **4. Categories of personal data**

We process the following categories of ordinary personal data about you:

- Information from employment contracts/appointment letters and similar documents.
- Information from payslips, timesheets, work schedules, and the like.
- Information regarding work and residence permits, RUT-registration, etc.

## **5. Recipients or categories of recipients**

We disclose or transfer your personal data to the following recipients:

1. Our partners in regard to auditing, labor market relations, and similar advisory consulting.
2. Public authorities, where we have a legal obligation or legitimate interest.
3. Other private parties, such as trade unions, when we have an obligation under collective agreements, framework agreements, or similar.

## **6. Transfer to recipients in third countries, including international organizations**

We do not transfer your personal data to countries outside the EU/EEA (third countries) or to international organizations.

## **7. The source of your personal data**

We receive your personal data directly from your current employer. In addition, there may be instances where we collect personal data directly from you.

## **8. Storage of your personal data**

At the present time, we cannot specify exactly how long we will store your personal data. However, please note that when determining the retention period, we will consider the completion of projects, the termination of cooperation agreements, legal obligations, and applicable requirements.

## 9. Your rights

Under the Data Protection Regulation, you have several rights regarding our processing of your information. If you wish to exercise any of these rights, please contact us. These rights include:

### Right of access

You have the right to obtain insight into the information we process about you, as well as additional related details.

### Right to rectification

You have the right to have any incorrect information about you corrected.

### Right to erasure

In certain cases, you have the right to have your information deleted before our regular deletion schedule is reached.

### Right to restrict processing

In certain cases, you have the right to have the processing of your personal data limited. If you obtain this restriction, we may only continue to process your data – aside from storage – with your consent, or for the purpose of establishing, asserting, or defending legal claims, or to protect an individual or key public interests.

### Right to object

In certain cases, you have a specific right to object to our lawful processing of your personal data where the legal basis is Bravida's legitimate interests, as outlined above.

In such cases, Bravida may no longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing that override your interests, rights, and freedoms, or if the processing is necessary for the establishment, exercise, or defence of legal claims.

### Right to data portability

In certain cases, you have the right to receive your personal data in a structured, commonly used, and machine-readable format, and to have that data transferred from one data controller to another without hindrance.

Further information about your rights can be found in the guidance from the Danish Data Protection Agency at [www.datatilsynet.dk](http://www.datatilsynet.dk).

## 10. Complaint to the Data Protection Authority

You have the right to lodge a complaint with the Data Protection Authority if you are dissatisfied with the way we process your personal data. The contact details for the Data Protection Authority can be found at [www.datatilsynet.dk](http://www.datatilsynet.dk).