

Appendix 4 – Bravida's statement on the collection of personal data

You are receiving this letter because we want to inform you that we have received or will receive your data.

Under Article 14 of the General Data Protection Regulation¹, we must provide you with certain information when we receive your data from others.

The information we need to provide you with is as follows:

1. We are the data controller – how can you contact us?
2. Contact details of the data protection officer
3. The purposes and legal basis for processing your personal data
4. Categories of personal data
5. Recipients or categories of recipients
6. Transfer to recipients in third countries, including international organisations
7. From which source your personal data originates
8. Storage of your personal data
9. Automated decision-making, including profiling
10. The right to withdraw consent
11. Your rights
12. Complaint to the Danish Data Protection Agency

Below you will find further details about the information we need to provide to you.

This letter is for information purposes only, and the matter does not give rise to any immediate case handling in relation to you.

Please feel free to contact us if you have any questions. You will find our contact details below.

Sincerely

Bravida Danmark A/S

¹ 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. Article 14 (1) states that the controller must provide the data subject with certain information when personal data has not been obtained from the data subject.

Information about our processing of your personal data etc.

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

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

Bravida Danmark A/S

Park Allé 373

2605 Brøndby, Denmark

CVR no.: 14769005

Telephone: +45 43 22 11 00

Email: info@bravida.dk

2. Contact details of the data protection officer

If you have any questions about our processing of your personal data, you are welcome to contact us by email at gdpr@bravida.dk or by telephone on +45 43 22 11 00. If you have specific questions for the data protection officer, please contact dpo@bravida.se.

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

In general, we process your data to ensure that you have the correct employment terms, working conditions and pay.

We process your personal data for the following purposes:

- To comply with applicable rules on proper workplace conditions, including EU and Danish legislation in this area
- To fulfil contracts between us and your employer, and between us and our customer (often known as the "Client")
- To act in accordance with applicable collective agreements, framework agreements and similar in the area, and
- To comply with Bravida's guidelines and our Code of Conduct.

The legal basis for our processing of your personal data is grounded in:

- The Working Environment Act, Offshore Safety Act and Chapter 4 A of the Air Navigation Act
- The Act on Equal Treatment of Men and Women
- The Act on Equal Pay to Men and Women
- The Act on the Prohibition of Differences of Treatment in the Labour Market etc.
- The Act on the implementation of parts of the Working Time Directive.
- The Act on the Legal Rights of Temporary Agency Workers upon Assignment by a Temporary-Work Agency etc.
- The Act on the Posting of Workers
- EU directives on the above
- Tax legislation (multiple laws) in Denmark.

In addition, the following provisions of personal data processing legislation apply:

- Article 6 (1) (b) of the General Data Protection Regulation on the performance of a contract
- Article 6 (1) (c) of the General Data Protection Regulation on compliance with a legal obligation
- Article 6 (1) (d) of the General Data Protection Regulation on the protection of your vital interests (including your employment terms, working conditions and pay)

- Article 6 (1) (e) of the General Data Protection Regulation on tasks carried out in the public interest, in particular the purpose of maintaining proper conditions in the workplace

Legitimate interests pursued through the processing

As stated above, our processing of your personal data is based partly on the balancing of interests rule in Article 6 (1) (f) of the General Data Protection Regulation. The legitimate interests justifying the processing are to ensure that the work which Bravida Danmark A/S performs and has performed does not entail social dumping and to ensure proper conditions in the workplace.

4. Categories of personal data

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

- Information from your employment contract/employment certificate and similar
- Information from payslips, timesheets, rotas and similar
- Information about work and residence permits, RUT registration and similar.

5. Recipients or categories of recipients

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

1. Our partners on auditing, labour relations and similar advisory consultants
2. Public authorities, if we have a legal obligation or legitimate interest
3. Other private parties, such as trade unions, if we have an obligation under collective agreements, framework agreements or similar.

6. From which source your personal data originates

We receive your personal data from your current employer

7. Storage of your personal data

At this time, we cannot say how long we will store your personal data. However, we can say that we will place emphasis on the completion of projects, termination of cooperation agreements, legal obligations and requirements, etc., when determining how long your data will be stored.

8. The right to withdraw consent

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

If we have collected data based on your consent, you have the right to withdraw your consent at any time. You can do this by contacting us using the contact details provided in section 1 above.

If you choose to withdraw your consent, this will not affect the lawfulness of our processing of your personal data based on your previously given consent up to the time you withdraw consent. Therefore, if you withdraw your consent, it will only take effect from that point in time.

9. Your rights

You have a number of rights under the General Data Protection Regulation in relation to our processing of your data.

Please contact us if you want to exercise your rights.

Right to see data (right of access)

You have the right of access to the data that we process about you as well as various additional information.

Right to rectification (correction)

You have the right to have inaccurate data about you corrected.

Right to erasure

In specific cases, you have the right to have data about you erased prior to our general deletion of data.

Right to restriction of processing

You have the right to have the processing of your personal data restricted in certain cases. If you have the right to restriction of processing, we may subsequently only process the data – with the exception of storage – with your consent, or for the establishment, exercise or defence of legal claims, or for the protection of a person or important public interests.

Right to object

In certain cases, you have the right to object to our or lawful processing of your personal data. You can also object to the processing of your data for direct marketing purposes.

Right to transmit data (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 this personal data transmitted from one controller to another without hindrance.

You can read more about your rights in the Danish Data Protection Agency's guide on the rights of data subjects, which you can find at www.datatilsynet.dk.

10. Complaint to the Danish Data Protection Agency

You have the right to submit a complaint to the Danish Data Protection Agency if you are dissatisfied with the way we process your personal data. You can find the contact details of the Danish Data Protection Agency at www.datatilsynet.dk.