

PRIVACY POLICY FOR JOB APPLICANTS

ZEBRA A/S

As data controller, Zebra A/S ("We", "Us") is required to protect your personal information, and our aim is to make you feel secure when We process your personal data as We recognise and respect the importance of your privacy. This Privacy Policy explains how We process (e.g. collect, use, share and otherwise process) your personal information. We will process personal information about you in accordance with this Privacy Policy, as well as applicable law.

1 WHO ARE WE?

The company responsible for the processing of your personal information is:

Zebra A/S

Strandgade 71-73

DK-1401 Copenhagen K

Company registration no. (CVR) 15 69 04 88

Telephone number +45 88 52 80 00

2 WHY DO WE PROCESS YOUR PERSONAL INFORMATION AND WHAT IS OUR LEGAL BASIS?

We process personal information about you for the following purposes:

- to inform you about job openings matching the job profile you have created through our recruitment portal
- to assess your skills, qualities and qualifications in order for Us to determine if we can offer you a job with our company
 - The Processing of your personal information for these purposes is necessary for Us to take steps at the request of you (by you applying for a position with Us) prior to entering into a contract. The legal basis is the Data Protection Regulation Art. 6, paragraph 1 (b).
 - Processing is also necessary for us to pursue our legitimate interest to manage the recruitment process and to find the right employee for the job. The legal basis is the Data Protection Regulation Art. 6 paragraph 1 (f).
- Specific Purposes and their legal basis:
 - If we choose to offer you employment we may where allowed by applicable law, ask you to submit your criminal records to judge your suitability for a specific position and to satisfy ourselves that there is nothing in your criminal convictions history which makes you unsuitable for the role. The legal basis is the Data Protection Regulation Art. 6, paragraph 1 (f).



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- We may under applicable law be required to process your ID number (CPR number). The legal basis is the Danish Act on the Protection of Personal Data § 11, section 2.

3 WHAT PERSONAL INFORMATION MIGHT WE PROCESS ABOUT YOU?

We may collect talent, recruitment and application details, education and training details, e.g. details contained in letters of application and resume/CV, previous employment background and references, education history, professional qualifications, language and other relevant skills, details on performance management ratings, personality test results, development plan, willingness to relocate, visa and passport information and all registered and/or publicly available information. We may also process information on your criminal records as specified in section 2 above.

4 HOW DO WE COLLECT YOUR PERSONAL INFORMATION?

We may collect personal information in the ways listed below:

- a) directly from you, such as through the application process
- b) from partner entities or subsidiaries such as through the application process
- c) from third parties, which may include
 - (i) references,
 - (ii) former employers
 - (iii) educational institutions, or
 - (iv) other third parties, including background check agencies and external recruiters.

5 WHO DO WE SHARE YOUR PERSONAL INFORMATION WITH?

We may share your basic personal information such as your name with:

- a) persons or companies as listed under section 4, items (ii), (iii) and (iv) above, and
- b) other group entities, subsidiaries and partner entities. You may find information on the entities we may disclose your personal data to here: [Zebra Group](#)

We may also share personal information with:

- (i) IT consultants for technical support issues,
- (ii) the provider of our recruitment portal, and
- (iii) public authorities such as Tax authorities, the national Police and the Danish Data Protection Agency (Datatilsynet).

6 UNDER WHICH CIRCUMSTANCES WILL WE TRANSFER YOUR PERSONAL INFORMATION TO THIRD COUNTRIES OUTSIDE THE EU/EEA?

In some cases, We will be transferring personal information to countries outside the EU/EEA - e.g. when using IT service providers in such countries.



On our [list of third countries](#) you can find an updated list of countries to which we may transfer data.

Such transfers will only happen for the specific purposes mentioned above under Section 2, and We will always ensure that appropriate safeguards are in place for such transfer as set out below:

- a) The country/countries has/have been deemed by the Commission of the European Union to have an adequate level of protection of personal data
- b) The country/countries has/have not been deemed by the Commission of the European Union to have an adequate level of protection of personal data. We will in such cases provide appropriate safeguards for the transfer through the use of "Model Contracts for the Transfer of Personal Data to Third Countries", as published by the Commission of the European Union, or any other contractual agreement approved by the competent authorities. You may obtain a copy of the contract/agreement by contacting Us info@flyingtiger.com.

7 FOR HOW LONG WILL WE RETAIN YOUR PERSONAL INFORMATION?

Information about job applicants who are not hired is stored for 13 months unless the job applicants consent to an extended storage period. For job applicants who are hired, our privacy policy for employees applies.

8 WHAT IF THE PROVISION OF YOUR PERSONAL INFORMATION IS MANDATORY?

It is voluntary for you which personal information you provide to Us. However, if you do not provide the information requested for a specific job offering, you may not be considered for the position in question.

Furthermore, if you have qualifications that you do not tell Us about, We will not be able to consider this when assessing if We can offer you a job with Us.

9 WHAT ARE OUR SECURITY MEASURES?

We will implement security measures to protect your personal data against manipulation, loss, destruction, and against unauthorised access. We continuously revise our security procedure based on the newest, technological developments.

In practice, it is not possible to provide 100 % security, and therefore we cannot guarantee that the information is protected completely against anyone who will succeed in circumventing the security measures and gain access to the data. Thus, you provide your data information at your own responsibility.

10 WHAT ARE YOUR RIGHTS?

In general, you have the following rights:

- You have the right to request access to and rectification or erasure of your personal data.
- You also have the right to object to the processing of your personal data and have the processing of your personal data restricted.
- If processing of your personal information is based on your consent, you have the right to withdraw your consent at any time. Your withdrawal will not affect the lawfulness of the processing carried out before you withdrew your consent.



- You have the right to receive your personal information in a structured, commonly used and machine-readable format (data portability).

There may be conditions or limitations on these rights. It is therefore not certain for example you have the right of data portability in the specific case - this depends on the specific circumstances of the processing activity. Also, if you request to have your personal data deleted for example, we may not be able to provide the services you request.

You may always lodge a complaint with the data protection supervisory authority:

Datatilsynet

Borgergade 28, 5.

DK-1300 Copenhagen K

Phone: +45 33 19 32 00

Email: dt@datatilsynet.dk



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