

Information on processing of your personal data

1. Data controller

The data controller responsible for processing the personal data in the application process is the company with which you are applying for a position.

Regarding applications in TDC NET:

TDC NET A/S, Teglnholmsgade 1, DK-2450 Copenhagen SV, cvr. no. 40075267

Regarding applications in TDC Pensionskasse:

TDC Pensionskasse, Teglnholmsgade 1, 2450 København SV, cvr. no. 71967611

In the following, the data controller is referred to as "the company".

2. The Data Protection Officer (DPO)

Bech-Bruun Advokatpartnerselskab has undertaken the role as DPO on behalf of TDC NET A/S and its subsidiaries.

Contact:

Bech-Bruun Advokatpartnerselskab

CVR. no. 3583 8071

Data Protection Officer

Langelinie 35

2100 Copenhagen Ø

Telephone number: +45 7227 3002

E-mail: dpo.tdcnet@bechbruun.com

Secure message via <https://dpo.bechbruun.com/tdcnet/>

3. The purposes and the legal basis for the processing

The data you provide is voluntary but is necessary to be considered for the position, as the purpose of registration is to create a qualitative, quick, and easy way to connect applicants with jobs, and find the best candidate based on an individual assessment of the candidates' competences and qualifications. The purpose of the processing after completing the recruitment process is providing feedback and documenting the recruitment process in the event of any legal claims.

Only 'ordinary' personal data

The company recommends that you do not include special categories of personal data in your application or CV but only provides us with data such as name, address, education, former education, and other qualifications. The company processes this type of data based on article 6(1)(c) and (f) in the General Data Protection Regulation. If the processing is based on balancing of interests (f), the processing takes place because the company has a legitimate interest in ensuring the selection of the best candidate based on an

individual assessment of the candidate's skills and qualifications.

Special categories of personal data and personal data relating to criminal convictions and offences

The legislation provides special rules for the processing of personal data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, and the processing of genetic data, biometric data for the purpose of uniquely identifying a natural person, data concerning health or data concerning a natural person's sex life or sexual orientation. Data about criminal offences is a special type of 'ordinary' personal data.

The company recommends that you do not include these data in your application or CV. If your application and CV nonetheless contains this type of data, the company processes such data based on the Danish Data Protection Act, section 8(5), cf. section 7(1) regarding data relating to criminal convictions and offences and article 9(2)(a) of the General Data Protection Regulation, cf. article 6(1)(a) regarding special categories of personal data.

Cpr. number (social security number)

The company uses electronic signature via e-Boks for signing of employment contracts. If you get the job, you may be asked if you have a Danish social security number (cpr. number) for this purpose. The company processes your cpr. number based on the Danish Data Protection Act, section 11(2)(3). The company also processes your cpr. number if it is provided by you in your CV, diplomas etc., cf. the Danish Data Protection Act, section 11(2)(2), cf. article 7(1), cf. article 9 (2)(f) of the General Data Protection Regulation, cf. article 6(1)(a).

Photo

When you are interviewed the company may take a photo of you to be able to prepare an ID card for you. The ID card will be delivered when hired and must always be visible. The photo on the ID card is a security measure to ensure unambiguous identification of the persons moving around in the company's buildings and ensuring that unauthorized persons are not allowed. Photos for ID cards are based on your employment contract cf. the General Data Protection Regulation article 6(1)(b).

Work permit

If employed, you will be asked to submit documentation for proof of right of employment in Denmark. For Danish citizens, this will typically mean a copy of the passport, while citizens from other nations will be asked for documentation of a valid work permit. This information will be registered in OurPeople and the submitted documentation stored in your electronic personnel file. This is because TDC NET by law is required to document that only employees with a valid work permit are employed. The information you disclose is processed based on article 6(1)(c) of the Data Protection Regulation, cf. section 13 of The Danish Alien's Act.

4. Recipients of your data

Your data will be processed confidentially and will only be available to employees involved in the recruitment process, i.e., the job manager and the HR employees associated with the job posting. If you get the job, your closest colleagues will be notified of your employment, date of accession, job title, education, and previous professional experience, if relevant.

The company will contact you before consulting any of your listed references.

Our job website has been developed in cooperation with Cornerstone OnDemand Limited, Reg.no. 0714311, 4 Coleman Street, London, EC2R 5AR, United Kingdom, so that Cornerstone OnDemand Limited provides the software and stores the data for the data processor of the company which is Nuuday A/S, Teglhølmegade 1, 2450 København SV, Company Registration Number: 40075291. In this context, Cornerstone acts like a sub-processor for the company.

United Kingdom is a so-called third country outside of EU/EEA. The disclosure of information is based on article 45(1) of the General Data Protection Regulation. Information of other sub-processors or transfers to other third countries can be provided by contacting hrhelpdesktdcnet@tdcnet.dk.

The company may use different data processors such as suppliers of tests and video applications.

You can obtain a list of the current data processors and their contact details by sending an email to hrhelpdesktdcnet@tdcnet.dk. If the company transfer data to a third country, you will be informed. If the transfer is based on the standard contractual clauses of the EU-Commission, a copy of this basis can be obtained by contacting HR.

5. Test environment

A separate test environment has been created, where personal data on applicants as well as employees are processed. The test environment is established to ensure data quality before changing any settings in the system. In addition, testing can be used for program and system development.

Tests, performed to ensure data quality, are processed based on the General Data Protection Regulation article 6(1)(c), cf. article 5(1)(d) and article 25. Personal data that are processed for program and system development are based on balancing of interests (the General Data Protection Regulation article 6(1)(f)), as the company has a legitimate interest in being able to develop the efficiency of our systems.

Tests are always performed under the necessary safety precautions.

6. Social media

The company does not systematically use social media such as Facebook and LinkedIn

but uses social media when it is relevant to provide information about the candidate's suitability for the job.

If you have published information about yourself online in open profiles, the company may use the information for recruitment purposes if the information is legitimate and relevant in the recruitment process, cf. article 6 (1)(f), article 9(2)(e), cf. article 6(1)(f) of the General Data Protection Regulation.

The company can use i.e., Facebook for job postings. When you visit the company's Facebook page, the company, together with Facebook, is responsible for the processing of personal data associated with Facebook's use of cookies from the site. You can read more about this on the company's Facebook page.

7. Storage and erasure of data

Storage

You can access your data at any time by logging into your profile. Log in using your username and password, click on the arrow to the right of the position you have applied for and select 'Cancel'.

Erasure of data

If you do not get the job and you make no changes to your profile, your CV and application will be deleted no later than six months after the date of refusal.

However, you can delete the data at any time prior to this by logging into your profile. Log in using your username and password, click on the arrow to the right of the position you have applied for and select 'Cancel'.

The company will store personal data about candidates, who are employed, for up to five years after employment has ended.

8. Your rights

As an applicant, you have according to the General Data Protection Regulation a wide range of rights in relation to the company's processing of your personal data. These rights are listed below:

Right of access by the data subject

You have the right to obtain confirmation as to whether personal data concerning you are being processed and different information on this matter.

Right to rectification

You have the right to obtain without undue delay the rectification of inaccurate personal data concerning you.

Right to erasure

You have the right to obtain the erasure of your personal data before the company's general erasure date within six months if certain conditions are present.

Right to restriction of processing

Under certain circumstances you have the right to obtain the restriction of processing. Where processing has been restricted, such personal data shall, apart from storage, only be processed with your consent or for the establishment, exercise, or defense of legal claims or for the protection of the rights of another natural or legal person or for reasons of important public interest of the Union or of a Member State.

Right to object

Under certain circumstances you have the right to object to processing of your personal data.

Right to data portability

Under certain circumstances you have the right to receive your personal data in a structured, commonly used, and machine-readable format and have the right to transmit those data to another controller.

Where do you read more about your rights

You can read more about your rights pursuant to the General Data Protection Regulation in the Guidelines of the Danish Data Protection Agency, which you can find on their home page: www.datatilsynet.dk.

If you want to use your rights:

Contact:

TDC NET A/S

HR Services Sletvej 30

8310 Tranbjerg J or

hrhelpdesktcdn@tdcnet.dk

9. Objection

If you do not agree with the way in which the company processes your personal data, you can send your objection to:

Datatilsynet

Carl Jacobsens Vej 35

2500 Valby

You will find a form for complaint at www.datatilsynet.dk.

However, we recommend that you always discuss the matter with HR Services first.