

Information on processing of your personal data

1. Data controller

The data controller responsible for processing the personal data in the application process including processing of your criminal record certificate is the company with which you are applying for a position.

Regarding applications in TDC NET:

TDC NET A/S, Tegholmegade 1, DK-2450 Copenhagen SV, cvr. no. 4007 5267

Regarding applications in TDC Pensionskasse:

TDC Pensionskasse, Tegholmegade 1, 2450 København SV, cvr. no. 7196 7611

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 on your criminal record certificate is processed based on your consent (article 6(1)(a) of the General Data Protection Regulation and Section 8(3) of the Danish Data Protection Act). The data you provide is voluntary but is necessary to be considered for the position, as it is a requirement under the security certifications which the company follows that we perform a necessary background check of prospective employees prior to employment. To enable the company to assess whether you have been convicted of offences that are incompatible with employment in the position in question, your employment is therefore subject to the condition that you present a criminal record certificate which the company find not to be incompatible with employment in the company, and that such criminal record certificate subsequently be presented on demand, at any given time, to assess whether you continue to meet the requirements for employment.

If you do not grant your consent to such data processing, this may create doubt about whether your lifestyle, and conduct are in accordance with the position for which you are applying, and it will form part of the overall assessment of whether you can be employed in the position.

You are entitled to withdraw your consent at any given time. Send any withdrawal of consent to HRhelpdesktcdcnet@tdcnet.dk.

If you withdraw your consent after having given it, this will not affect the legality of the processing prior to the withdrawal of your consent. However, any future and new use will be stopped unless there is other legal basis for the data processing than consent.

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.

5. Transfers of personal data outside EU and EEA

In connection with your employment, the company, transfers data outside the EU and EEA, as the company uses the server of Tata Consultancy Services Ltd., IT/ITES SEZ, Block G, Tower G III, New Town, Kolkata 700 156, West Bengal, India.

The transfer of data is pursuant to the European Commission's standard contract clauses for data transfers to third countries. A copy of this can be obtained from HRhelpdesktcdcnet@tdcnet.dk.

In connection with the use of Microsoft 365, the company also transfer data outside the EU and EEA. See the list of Microsoft's sub-processors on Microsoft's homepage. Upon request, a list of which countries data is transferred to can be provided.

In some cases, the countries have been approved by the European Commission as a so-called 'safe third country', and otherwise, the transfer is based on the standard contractual clauses of the European Commission or the Data Privacy Framework. A copy of the basis can be provided on request.

The intranet (Check-In) under "GDPR og persondata i dit ansættelsesforhold" will be updated regularly if there are changes in transfers outside the EU or EEA.

6. Storage and erasure of data

Your criminal record certificate will be erased after it has been presented and has served its purpose.

7. Your rights

According to the General Data Protection Regulation, you have 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 together with 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 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

HRhelpdesktcdnet@tdcnet.dk

8. 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.