

PRIVACY NOTICE FOR JOB APPLICANTS

Global Fashion Agenda

1. INTRODUCTION

- 1.1 This Privacy Notice is intended to provide you with information on how Global Fashion Agenda A/S reg. no. 37150304 ("Global Fashion Agenda", "we", "us", "our") collects and processes your personal data, which you have given us, or which we have collected from your references in connection with the recruitment process.
- 1.2 We will only process your personal data in accordance with this Privacy Notice and applicable law to which we are subject, including the General Data Protection Regulation 2016/679 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 (hereinafter the "GDPR") and the Danish Data Protection Act No. 502 of 23 May 2018 supplementing the GDPR, any amendments thereto and other such legislation supplementing these rules.
- 1.3 When you apply for a job with Global Fashion Agenda or send an unsolicited application to Global Fashion Agenda, the Global Fashion Agenda is the data controller of your personal data. Any inquiries to Global Fashion Agenda can be sent to us by using the contact details in section 9.

2. THE DATA WE COLLECT, THE PURPOSE AND THE LEGAL BASIS FOR PROCESSING

- 2.1 When you submit your application, CV, portrait photo, exam certificates and provide us with information during job interviews etc., we process your personal data in order to assess your eligibility for the job in question, including whether we can offer you an interview and where appropriate the position and to manage the recruitment process.
 - 2.1.1 The purpose of the processing is to implement arrangements on your request prior to entering into a potential employment contract and to pursue our legitimate interests in evaluating applicants for a position (article 6(1) (b) and (f) of the GDPR).
- 2.2 When you provide references in your application, we may also collect information about you from these references or verify the information you have provided us with, including information on professional experiences and competences. We may also search for relevant information in publicly available databases, such as LinkedIn.
 - 2.2.1 The purpose of the processing is to implement arrangements on your request prior to entering into a potential employment contract and to pursue our legitimate interests in evaluating applicants for a position (article 6(1)(b) and (f) of the GDPR).
- 2.3 To the extent that we refer to our legitimate interest as the legal basis for the processing of personal data specified above, we have conducted a balancing test for those interests to ensure that our interest is not overridden by your interests or fundamental rights and freedoms. Please contact us by using the contact information provided in Section 9 below if you wish to receive more information on the balancing test.

3. HOW IS YOUR PERSONAL DATA COLLECTED

- 3.1 We will in most cases collect your personal data directly from you. However, we may also collect your personal data from other sources, including but not limited to recruitment agencies, references and other publicly available data bases such LinkedIn.

4. DISCLOSURE OF YOUR PERSONAL DATA

- 4.1 Your personal data may be disclosed to our data processors including Design Society (fond) reg. no. 36994126 as well as our cloud- and hosting providers to the extent that we process your personal data in our IT-systems. We have entered into data processing agreements that comply with article 28 of the GDPR with all our data processors to ensure that such data processors implement appropriate organisational and technical security measures in such a way that the processing complies with the requirements of the GDPR and ensures the protection of your rights.
- 4.2 Your personal data may also be disclosed to public authorities to the extent this is required to comply with legal obligations.

5. TRANSFER OF YOUR PERSONAL DATA TO THIRD COUNTRIES

- 5.1 We do not transfer your personal data outside the EU or the European Economic Area.

6. YOUR RIGHTS

- 6.1 Under certain circumstances, you have one or more of the following rights:

6.2 The right of access by the data subject

- 6.2.1 You have the right to request access to your personal data. This enables you to receive a copy of the personal data we hold about you and to check that we are lawfully processing it.

6.3 The right to rectification

- 6.3.1 You have the right to request correction of your personal data that we hold about you. If you become aware that the personal data we process is inaccurate, we encourage you to contact us in writing which will enable you to have any incomplete or inaccurate information we hold about you corrected.

6.4 The right to erasure ("the right to be forgotten")

- 6.4.1 You may have the right to request erasure of your personal data. This enables you to ask us to delete or remove personal data where there is no good reason for us continuing to process it. To the extent the continued processing of your personal data is necessary, for example in order for us to comply with our legal obligations or for legal requirements to be established, enforced or defended, we are not required to delete your personal data.

6.5 The right to restriction of processing

- 6.5.1 You may have the right to request the restriction of processing of your personal data to consist only of storage. This enables you to ask us to suspend

the processing of personal data about you, for example if you want us to establish its accuracy or the reason for processing it.

6.6 The right to data portability

6.6.1 You may have the right to obtain personal data that you have provided us with, in a structured, commonly used, machine-readable format and have the right to request a transfer of that information to another data controller.

6.7 The right to object

6.7.1 You have the right to object to our processing of your personal data at any time.

6.7.2 Furthermore, you have the right to object to our processing of your personal data at any time, for reasons relating to your personal life, where we are relying on a legitimate interest as legal basis for processing, cf. section 2.

6.8 The right to withdraw your consent

6.9 You have the right to withdraw a consent you have provided us to process your personal data at any given time. If you wish to withdraw your consent, please contact us by using the contact information specified in Section 9.

6.10 The right to lodge a complaint

6.11 You have the right to submit a complaint with the Danish Data Protection Agency regarding Global Fashion Agenda's processing of your personal data. A complaint can be lodged via email to: dt@datatilsynet.dk or by phone + 45 33 19 32 00.

7. DATA RETENTION

7.1 Your personal data will be deleted when we no longer have a legitimate purpose to store your data.

7.2 Applications received from applicants who did not get the job will be deleted no later than 6 months after the end of the application process, unless the applicant has given his or her consent to a longer retention period.

7.3 Unsolicited applications will be deleted no later than 6 months after the receipt, unless you have consented to a longer retention period.

7.4 Applications received from applicants who were awarded the job will be stored during the entire employment and will be deleted no later than 5 years after the termination of the employment.

7.4.1 We do, however, reserve the right to store your personal data for a longer period of time than stated above, if it is deemed necessary to establish, raise, enforce or defend a legal claim.

8. DATA SECURITY

8.1 We have put in place appropriate security measures to prevent your personal data from accidental or unlawful destruction, loss, alterations, unauthorised disclosure or misuse of, or access to personal data transmitted, stored or otherwise processed.

- 8.2 We have limited access to your personal data to employees and contractors who have a relevant and reasonably required need to access your personal information to perform their work.

9. CONTACT DETAILS

- 9.1 Global Fashion Agenda is the data controller of the personal data collected about you.

- 9.2 If you have any questions regarding this Privacy Notice or wish to exercise your rights pursuant to Section 6, please contact:

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10. CHANGES TO THIS PRIVACY NOTICE

- 10.1 If we make any changes to this privacy notice, you will be informed thereon, if we continue to store your personal data.

11. VERSIONS

- 11.1 This is version 1 of Global Fashion Agenda's privacy notice for job applicants 30 August 2019.