

DECLARATION OF CONSENT

Thank you for your application.

When you apply for a job, you give explicit consent for us to process information about you. encourages you not to submit sensitive information about yourself, including information about race, ethnic origin, political, religious or philosophical beliefs, trade union membership, health information, sex life information, or sexual orientation.

The purpose of this declaration of consent is to inform you as a job applicant about how Danish Crown processes your personal data and about your rights in this regard.

Danish Crown A/S (Danish Crown), to which you have chosen to send your application, is an independent data controller and thus individually responsible for processing your personal data in accordance with this Declaration of Consent.

Contact information for the data controller:

Danish Crown A/S
CVR. No. 26 12 12 64
Danish Crown Vej 1 DK-8940 Randers SV
GDPR@danishcrown.com
Tel: +45 89 19 19 19

1. What personal data is collected?

Danish Crown processes the personal data that you have provided in connection with your application or subsequently. This includes, for example:

- a) Contact information (e.g. name, address, telephone number and e-mail)
- b) Information about work and education (e.g. information about education, previous jobs, personal and professional qualifications)
- c) Information on age, gender, nationality, income and current employment
- d) Information collected in connection with the recruitment process (e.g. notes taken during interviews and personality and cognitive tests)
- e) Portrait image

In addition, Danish Crown processes personal data about you that has been collected in connection with a job interview (e.g. notes) and information collected from a third party with your consent (e.g. a reference person at a previous employer whom you have provided in your application or during the recruitment process and given us permission to contact).

2. Purpose of processing your personal data

Danish Crown processes your personal data for the purpose of processing and assessing your application and completing the recruitment process. The legal basis for the processing is Article 6(1)(a) of the General Data Protection Regulation (GDPR).

3. How long does Danish Crown store your personal data?

Danish Crown stores personal data about candidates who have not been offered a job for up to 6 months after the recruitment process has been completed. The purpose of storing data during this period is to enable Danish Crown to answer questions about the recruitment process and, if necessary, to justify the choice of candidate.

If you have chosen to make your profile visible to other recruitment teams in Danish Crown, we will store your information in the event that new vacancies arise that we consider to match you.

If you get the job and choose to accept the job, you will receive a Privacy Notice that gives us access to store your information for a longer period of time.

You can delete your profile at any time by logging in to your profile and deleting it yourself, or by contacting recruitment@danishcrown.com.

4. Who has access to my personal data?

Your personal data will be used by Danish Crown A/S and the subsidiary that employs you, as well as service providers in connection with the recruitment of employees at Danish Crown. Your personal data is processed in absolute confidentiality and will only be accessible to employees in our HR department and the managers involved in the specific recruitment process.

Your personal data will only be processed within the EU/EEA, unless you have applied for a position with a company domiciled outside the EU/EEA.

5. Security measures

We have implemented appropriate technical and organisational security measures to protect your personal data and require trusted third parties who process your personal data to do the same. In doing so, we do our best to ensure the quality and integrity of your personal data.

6. Your rights

Except for a few exceptions set out in the General Data Protection Regulation (GDPR), you have the following rights:

- a) The right to a copy of the personal data Danish Crown processes about you and to have data transferred to another data processor
- b) Right to withdraw your consent
- c) Right to have your inaccurate or incomplete personal data corrected
- d) Right to have the processing of your personal data erased or restricted
- e) Right to object to processing of your personal data
- f) Right to withdraw consent to the processing of personal data
- g) Right to complain to the Danish Data Protection Agency (Carl Jacobsens Vej 35, 2500 Valby, Denmark).
However, we recommend that you always complain to us first before contacting the Danish Data Protection Agency. You can complain using the form below or GDPR@danishcrown.com.

To exercise your rights, please use <https://www.danishcrown.com/en-gb/contact/how-to-exercise-your-data-privacy-rights/>

7. Contact information

If you have any questions about our processing of your personal data, you can contact us by email at GDPR@danishcrown.com.