

Privacy policy for job applicants

As part of the recruitment process at MFT Energy A/S, we process your personal data as stated in this policy.

The guidelines for our processing of personal data are in the EU Data Protection Regulation (databeskyttelsesforordningen) and the Danish Data Protection Act (databeskyttelsesloven), both of which are valid from 25 May 2018. Before that date, the processing of your personal data is regulated in the current Danish Personal Data Act (persondataloven).

By submitting your personal data to us, you acknowledge that you have read and understood this privacy policy and agree to the use of your personal data and that you are not required to provide any requested information to us, but failing to do so may result in not being able to continue your candidacy for a position.

MFT Energy A/S would like to inform you that we process your personal data in accordance with the data protection rules. This means that you have the right to receive the following information:

Data responsibility

The legal entity responsible for processing your personal data (the data controller) is:

MFT Energy A/S

CVR: 38175130

Margrethepladsen 4, 3. Sal

8000 Aarhus C

Bo Palmgren, e-mail: bp@mft-energy.com

Security

We are committed to ensure that your information is secure. Therefore, we have implemented standards of technical and operational procedures to safeguard, secure and delete the information that we collect and store and ensure a sufficient level of

safety for the processing of your personal data. The number of persons with access to the personal data is as limited as possible for the given types of personal data. Thus, we do our best to secure the quality and integrity of personal data now and in the future.

Personal data we collect

We usually collect personal data directly from you when you apply for a position at MFT Energy A/S, such as your name, contact information, address, work and educational history, achievements etc. In some cases, we may also collect personal data about you from third parties such as your references, prior employers or public information on you found through social media.

Sensitive personal data is a subset of personal data which includes ethnicity, health, philosophical beliefs, sexual orientation, trade union membership as well as other categories prescribed by law. We do not require any sensitive data from job applicants, and we recommend that your application does not contain any sensitive personal data.

Use of your personal data

MFT Energy A/S processes the information, including personal data, contained in applications, CVs, etc. in order to identify candidates and evaluate applications for potential employment as well as for future roles, that may become available. We will also evaluate your performance and skill as a result of an interview. The purpose of processing your personal data is to occupy a posted position or a potential future position if you have applied unsolicited. If the position in question requires that you carry out personality tests or the like, you will be informed of this when we have processed your application. The results of such tests are treated confidentially but are included in our assessment of your application. The results will only be used in the recruitment process. The processing of these personal data is done based on the data protection regulation article 6 (1)(a), consent, (b), fulfillment of contract, or (f), balance of interests, as we have a legitimate interest in occupying the position with a suitable candidate.

In case that we collect references from your previous and/or current employees, we only retrieve references from persons that you have provided cf. article 6 (1)(f) or based on your consent, cf. article 6 (1)(a) of the Data Protection Regulation.

If MFT Energy A/S, as part of our evaluation of you and your application, collects relevant published information on the internet about you, including e.g.- LinkedIn, Facebook, or similar social medias, any processing of such information in based on article 6 (1)(f) or article 9 (2)(e).

If you choose to submit sensitive personal information, you at the same time consent to the fact that the information may be registered cf. article 9 (2) point a of the Data Protection Regulation.

Data recipients

It will only by MFT Energy A/S' HR department and the persons who are directly involved in the recruitment process, who will have access to your personal information. This will include individuals performing administrative functions. The information will not be shared with others.

The results of the personality test will be stored by a third party. You will receive info about this, if we find it necessary for you to make a personality test during the recruitment process.

Data retention and deletion

The information about you will only be used internally within the company in relation to the posted position or a potential future position if you have applied unsolicited. However, we may, in agreement with you, store and process the information in relation to other or future positions at MFT Energy A/S.

If you are not offered a position at MFT Energy A/S we will delete your information within 3 months if receipt, unless you have given us your consent to keep it longer.

If you are offered a position at MFT Energy A/S, you will be informed about the retention and deletion of your data as part of the fulfilment of a contract.

Your rights

According to the data protection rules, you have several rights when we process information about you:

- Right to insight: You have the right to request insight in the personal data we have registered about you and receive the personal information in a structured and machine-readable format
- Right to rectification: You have the right to get incorrect information that we have about you corrected
- Right to deletion: See section *Data retention and deletion* for the general deletion deadline. In special cases you may have the right to get information about you deleted before our general deletion deadline occurs.
- Right to limitation of processing: In some cases, you have the right to limit the processing of your personal data
- Right to oppose/object: In some cases, you have the right to oppose the processing of your personal information
- Right to withdraw consent: If the processing of your personal data is based on your consent, you have the possibility to withdraw your consent at any time

If you wish to exercise any of the above stated rights, or if you have any questions regarding the processing of your personal data, please contact the data responsible at MFT Energy A/S at bp@mft-energy.com

- Right to appeal to the Danish Data Protection Agency (Datatilsynet): You have the right to complain to the Danish Data Protection Agency about our processing of your personal data if you are dissatisfied with MFT Energy A/S's processing of your personal data and if you believe that the processing does not comply with the applicable rules.

MFT Energy A/S reserve the right to change this privacy policy and publish potential changes on our webpage.

This policy is effective as of 24 June 2019.