

PRIVACY POLICY

FOR APPLICANTS

1. INTRODUCTION

This Privacy Policy provides information about how we collect, and process personal data related to job applicants through the service (Application Tracking System) Jobylon and (Test Platform) Assessio, including your rights regarding your personal data and how to enforce them. Varner, hereinafter called the "Company", is the data controller for personal data we register and process in connection with your application for a position in the Company, and its subsidiaries in Norway, Sweden and Finland: Bik Bok, Carlings , Cubus, Dressmann, Volt, Junkyard, Varner Brand Stores/Levis Store, Varner Retail, Varner Supply.

2. WHAT PERSONAL DATA THE COMPANY HAS ABOUT YOU

Typical personal data we record about you are name, date of birth/over 17 years old, residential address, email address and phone number, valid work permit, CV, answers, results and/or analyses of tests you perform, other information you provide to us and, where applicable, information you provide during interviews, reference calls and internal reviews. Health information is only processed if it is relevant to the application process. If background checks, tests and the like are applicable, this will be based on your consent that you can withdraw whenever you want. Information about your experience, name and contact details etc. may, however, also be collected using publicly available sources such as LinkedIn. As part of the recruitment process, we may also seek additional information about you from the Internet, including social media.

3. LEGAL BASIS AND PURPOSE

The processing of your information in connection with your application is necessary to fulfill your desire to work with us, either because you voluntarily have applied for a position, subscribed to our job list, or that you have applied for an advertised position. Therefore, the legal basis for processing your information in connection with your application is that the processing is necessary to take steps at your request prior to entering a contract with us. We may also be required to comply with the processing in law or that we have a legitimate interest in the processing that exceeds any privacy disadvantage to you. We need to confirm your identity and background and use your contact information, information from references, and internal evaluations to see if we can offer you a position. If tests in connection with the recruitment are applicable, this will be based on the given consent. Your consent is given on the platform before you enter the test(s). It is voluntary to complete the test(s), hereunder to consent for us collecting personal information about you. You may withdraw the consent given for this purpose at any time by doing so directly in the Assessio platform or in writing and sending it by e-mail to your designated contact person.

If you have applied for a specific position in Varner, we may ask for your consent to use your application for recruitment to other relevant positions within Varner than the one you are currently applying for. If you have applied for a position in our stores or sent in an open application, we will use your application for recruitment to relevant positions within Varner to take steps to enter into an employment agreement.

4. WHO THE COMPANY SHARES YOUR PERSONAL DATA WITH

We use data processors that assist us with different processes in Varner. Different types of categories of data processors are specified below:

- Suppliers operating IT systems
- Suppliers assisting with the operation of various core systems
- Suppliers assisting with certainty, e.g. access control systems
- Suppliers assisting with performing of personality and ability tests

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Jobylon and Assessio are data processors and processes personal information only on behalf of and with instructions from Varner. Varner have signed a data Protection Agreement to ensure this.

When you apply for a job or take a step in the recruitment process, we will share your e-mail with Trustcruit who will send you a survey for evaluation of our recruitment process. The survey is optional and Trustcruit will not save your e-mail for more than two days (and never together with your answers to the survey). Your answers to the survey will be anonymized and kept for 60 days before permanently deleted.

Personal data in Jobylon and Assessio is processed and stored within the EU/EEA.

5. GEOGRAPHICAL STORAGE OF PERSONAL DATA

Personal data is stored and handled by the services of Jobylon; www.jobylon.com/privacy-policy

Personal data is stored and handled by the services of Assessio: [Personopplysningsansvarlig - Assessio](#). We store the personal data in the test platform and partly in personnel folders and electronically in computer systems located at the Service Office in Varner AS. Backup is stored locally.

6. HOW LONG WE STORE YOUR PERSONAL DATA

We store your personal data only as long as necessary in connection with the application, maximum 24 months. If you do not get the job, we may ask for your consent to save your CV for possible later offers.

7. THE APPLICANTS RIGHTS

The Privacy Policy grants you several rights related to your personal data. You may request in-depth information about how we process information about you, and you have the right to access your personal data.

If your personal data is incorrect, you have the right to have it corrected. Personal data we may not have a legal basis for processing shall be deleted and you may claim this if we have not done it on our own initiative.

You may request that we restrict the use of your information. You have the right to so-called data portability and to request that your personal data be transferred to you or to another business in a structured, generally applied, and machine-readable format.

You may object to use without legal basis of your personal data. You may also object to being subject to completely automated individual decisions of a legal nature.

If you believe that we process your personal data without legal basis, you may also complain to the Data Protection Supervisory Authorities, but we ask you to contact us so that we can partly decide on your objections and partly that we can clarify any misunderstandings; privacy@varner.com.

Supervisory authorities:

For Norway:

Norwegian Data Protection Authority (Datatilsynet)

For Sweden:

Swedish authority for Privacy Protection (Datainspektionen)

For Finland:

Office of the Data Protection (Tietosuojavaltuutetun toimisto)

The Data Protection Policy has comprehensive provisions on the above and may apply to exceptions to certain rights. If you wish to make use of the rights, please contact us, see contact information at the bottom, and we will respond to your inquiry as soon as possible and normally within 30 days.

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VARNER

This privacy policy may be updated periodically. You will be informed of any significant changes (e.g. by email or at our website), but we also recommend that you review this privacy policy from time to time to ensure you are aware of any amendments.

8. CONTACT INFORMATION

We are available for any questions you may have – feel free to use the contact information below.

Varner HR-department, Phone number: +47 66 77 31 00

Email address: privacy@varner.com, Office address: Nesøyveien 4, 1396 Billingstad

Postal address: Postal box 124, 1376 Billingstad

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