

PRIVACY POLICY ASSESSIO

FOR APPLICANTS

1. INTRODUCTION

This Privacy Policy provides you with information about how we collect and process personal data about job applicants through the service 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 assessments in Assessio in connection with you applying 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

Personal data relating to you will be processed to assess you in a recruitment process or competence evaluation when taking tests in Assessio. Personal data that might be processed include answers, results of tests you perform, analyses of the results, other information you provide to us (e.g., name, e-mail, current position) and, where applicable, information you provide during interviews.

3. LEGAL BASIS AND PURPOSE

We process personal data about you in accordance with current legislation, including the Personal Data Act with national adaptations and the General Data Protection Regulation (GDPR).

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 use your contact information, information from assessments, and internal evaluations to see if we can offer you a position. The processing of personal data is based on your 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 in writing and sending it by e-mail to your designated contact person.

4. WHO THE COMPANY SHARES YOUR PERSONAL DATA WITH

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

Personal data in 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 Assessio: [Personopplysningsansvarlig - Assessio](#)

We store personal data in the Assessio platform.

6. HOW LONG WE STORE YOUR PERSONAL DATA

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Personal data on the platform pertaining to candidates will be deleted at the latest 24 months after they have been updated, or after the time frame that the controller has specified in the platform.

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.

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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