NOWACO Privacy Notice

1. General information

This Privacy Notice explains how NOWACO collects, uses and protects personal data, why we process it and which rights you have.

We only process personal data that are necessary for specific and legitimate purposes. Personal data are processed in accordance with applicable data protection legislation, including the General Data Protection Regulation ("GDPR").

We may update this Privacy Notice to reflect changes in legislation, our business activities or our website.

If you have any questions about our processing of personal data, please contact us using the details in section 9.

2. Security

We have implemented appropriate technical and organizational measures to protect personal data against accidental or unlawful destruction, loss, alteration, unauthorized disclosure or access.

Where external service providers process personal data on our behalf, we ensure that appropriate contractual and security measures are in place.

3. Customers, suppliers and business partners

During our cooperation with customers, suppliers and business partners, we process personal data such as name, business address, telephone number, email address, job title and other relevant business contact information.

We process this information to manage business relationships, communicate with customers, suppliers and business partners, administer transactions, perform agreements and comply with legal obligations.

Where processing is necessary to enter into or perform a contract with an individual, the processing is based on Article 6(1)(b) GDPR.

Where we process information about contact persons acting on behalf of a customer, supplier or business partner, the processing is based on our legitimate interest in managing and maintaining our business relationships, cf. Article 6(1)(f) GDPR.

We normally receive personal data directly from you or from the organization you represent.

We may disclose personal data to relevant service providers, professional advisers, public authorities and other NOWACO group companies where necessary for the purposes described above.

4. Job applicants

When you apply for a position with NOWACO, we process the information provided in your application, CV and related documents.

This may include your name, address, telephone number, email address, educational background, professional qualifications and employment history.

We process this information to assess your qualifications, communicate with you about the recruitment process and, where relevant, take steps prior to entering an employment contract. The processing is based on Article 6(1)(b) GDPR and, where relevant, our legitimate interest in conducting and documenting the recruitment process, cf. Article 6(1)(f) GDPR.

Your information is accessible only to relevant HR personnel, hiring managers and authorized IT administrators.

Applications from candidates who are not offered employment are normally deleted six months after completion of the recruitment process. Unsolicited applications are normally deleted six months after receipt.

NOWACO does not make recruitment decisions based solely on automated processing.

5. Cookies

We use cookies and similar technologies on our website.

Cookies that are strictly necessary for the operation of the website may be used without your consent. Other cookies are used only in accordance with the choices you make through our cookie banner.

You may change or withdraw your cookie preferences at any time through the cookie settings available on our website.

Further information about the cookies used, their purposes, providers and duration is available in our Cookie Policy.

6. Disclosure and international transfers

We only disclose personal data where we have a lawful basis for doing so.

Recipients may include:

- NOWACO group companies;
- IT and other service providers;
- insurance providers;
- public authorities where required by law.

We may also disclose personal data where required by a court order or applicable legislation.

Where personal data are transferred outside the EU/EEA, we ensure that such transfers are carried out in accordance with applicable data protection legislation and that appropriate safeguards are in place. Further information can be obtained by contacting us.

7. Retention

We retain personal data only for as long as necessary to fulfil the purposes described in this Privacy Notice, comply with legal obligations or establish, exercise or defend legal claims.

Personal data are deleted or anonymized when they are no longer required. Applicant data are deleted in accordance with section 4.

8. Your rights

Subject to the conditions and limitations of applicable data protection legislation, you may have the right to:

- access your personal data;
- request rectification of inaccurate personal data;
- request erasure of personal data;
- request restriction of processing;
- object to processing;
- receive certain personal data in a structured, commonly used and machine-readable format;
- withdraw your consent at any time where processing is based on consent; and
- lodge a complaint with the Danish Data Protection Agency (Datatilsynet).

Withdrawal of consent does not affect the lawfulness of processing carried out before the consent was withdrawn.

You may exercise your rights by contacting us using the details below. If we have reasonable doubts about your identity, we may request additional information necessary to confirm your identity.

We will respond to your request without undue delay and normally within one month.

9. Contact

NOWACO A/S
CVR: 62497718
Prinsensgade 15
DK-9000 Aalborg
Email: dataprotection@nowaco.com

NOWACO A/S is the data controller for the processing described in this Privacy Notice.

10. Complaints

If you have concerns about our processing of personal data, please contact us at dataprotection@nowaco.com.

You also have the right to lodge a complaint with the Danish Data Protection Agency (Datatilsynet). Information about how to submit a complaint is available on the Datatilsynet website.

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