



Privacy policy for candidates in Scan Con Group A/S' CV-database

Scan Con Group A/S provides, accordingly with our temporary workers- and recruiting services, candidates the possibility of, either via our website scan-con.dk or manually by personal inquiry, by phone or by e-mail, to create a CV in our database. Following this action, and if the candidate himself enters or provides us the data, personal data will be treated. Read more about our privacy policy [here](#).

Validity

This privacy policy is applicable for candidates created in our CV-database via scan-con.dk and candidates added manually by a Scan Group A/S employee. The privacy policy can be changed without further notice. By any change, the latest version will appear under the candidate's profile on scan-con.dk or can be acquired by contacting Scan Con Group A/S.

Data responsible:

Scan Con Group A/S
Nykøbingvej 64
DK-4840 Nr. Alslev
Telephone: +45 32820000
E-mail: info@scan-con.dk

Categories of personal information

When a candidate create a CV via scan-con.dk, or is created manually in our database, the following information is typically collected and treated: name, contact information, birthday, country, education, competencies, language skills and IP-address and possibly profile picture. In terms of upload of educational transcripts and certificates, this can possibly mean that the candidate's CPR-number is collected from these documents. For candidates in employment with Scan Con, the information necessary to meet legislation and contractual obligation is collected and treated.

Purpose of the collection

The collection and treatment happen with the purpose of Scan Con Group A/S offering candidates from our CV database relevant job offers and employment with Scan Con Group A/S, belonging companies or our partners and customers both within and outside EU. To establish the best possible match for potential jobs, Scan Con Group A/S collects the candidate's education, professional competencies and to a certain extent language skills for the assessment of given job. Contact information is used for correspondence with regards to given job offer and will typically happen via telephone, SMS or e-mail.

Basis for collection and treatment

All information collected and treated with a basis of the candidate's consent, which is provided electronically by creation of CV in the CV database. In the case of a candidate not being able to provide consent electronically via scan-con.dk, the consent is given by e-mail, SMS or verbally and only if technical limitations prevent consent in any other way. For candidates in the CV database, in employment with Scan Con Group A/S and belonging companies, personal information is treated with a basis of the contractual obligation between the candidate and Scan Con Group A/S.





Period of storage

Unless the personal information is stored and treated on a different basis than what is provided, the information is deleted by request or maximum 60 months after the most recent activity, including login on “My profile”, e-mail correspondence or any other contact between the candidate and Scan Con Group A/S.

Passing on information

Scan Con Group A/S passes on information to a certain extent to Scan Con Group A/S’ belonging companies and partners and customers, also outside the EU. The information is only passed on with the purpose of the collection and treatment, and only to the extent that it is relevant for a potential job.

Security

We have taken the necessary technical and organisational measures against personal information by accident or illegally being deleted, published, lost, impaired or provided for anyone irrelevant, abused or treated against legislation in any other way. All personal data stored by Scan Con Group A/S is stored on servers in Denmark and the traffic back and forth from scan-con.dk, and e-mails, is secured with encryption. The candidate’s access to “My profile” works via a username (e-mail address) and a personal password.

The candidate’s rights

The candidate can at any given time request which part of his information is treated and also have any incorrect information changed. This can be done via “My profile” on scan-con.dk or by request to Scan Con Group A/S. The candidate can also, and at any given time, make an objection against the personal information being treated and withdraw his consent. For the purpose of the candidate’s right for data portability, personal data can be exported to a CSV-file by request of the candidate. All requests regarding rights must be directed to info@scan-con.dk or on telephone +4532820000. Should the candidate wish to complain over the treatment of personal information, he can direct complaint towards the national supervisory.

