

PRIVACY POLICY STATEMENT – JOB APPLICANTS

1. Controller	Saga Furs Oyj PO Box 4 FI-01601 Vantaa, Finland +358 9 849 81
2. Data Protection Officer	Contacts, further information and enquiries: dataprivacy@sagafurs.com
3. Legal basis for and the purpose of the processing of personal data	The purpose of processing and using personal data is the recruitment of Saga Furs Oyj's personnel. The register includes the processing of data provided by potential recruits.
4. Categories of processed personal data	<p>The categories of personal data processed in the recruitment process are:</p> <ul style="list-style-type: none"> • name • street address and telephone number • email address • date of birth <p>Data related to the job application and résumé, such as:</p> <ul style="list-style-type: none"> • work experience • education • language skills • positions of trust • references <p>Other additional information provided by the applicant.</p>
5. Data sources	<p>The primary source of data stored for the purposes of recruitment is the applicant. In addition, further information may be retrieved from references provided by the applicant.</p> <p>Data related to the psychological aptitude of potential applicants are retrieved from the external contractor who performed the aptitude evaluation.</p>

*Privacy policy statement according to the General
Data Protection Regulation (EU) 2016/679 (Articles 13–14)*

	<p>Data related to the medical aptitude of the selected person for the position are retrieved from occupational health care services with the applicant's consent.</p>
<p>6. Disclosures and transfers</p>	<p>The data in the register are not disclosed to external parties unless agreed otherwise with the recruited person.</p>
<p>7. Storage period</p>	<p>If the data provided in the recruitment process lead to recruitment, the data shall be stored for the duration of the employment relationship. After the termination of the employment relationship, all personal data related to the employment are stored according to the employment contract law and the accounting law.</p> <p>The personal data of people who do not become recruited shall be erased after 6 months of the end of the recruitment process.</p>
<p>8. Rights of the data subject</p>	<p>According to the data protection law, Data subjects have the right of access to personal data and the right to obtain a confirmation as to whether personal data concerning them are being processed.</p> <p>Data subjects also have the right to the rectification of inaccurate personal data.</p> <p>Data subjects have the right to request Saga Furs Oyj to erase all the unnecessary personal data concerning the Data subject. The personal data cannot be erased if Saga Furs Oyj is legally obligated to store the data. The personal data will be erased once their lawful storage period ends.</p> <p>Data subjects have the right to prohibit the processing of personal data or request a restriction of processing.</p> <p>If Saga Furs Oyj is unable to fulfill the Data subject's request, Saga Furs Oyj shall inform the Data subject of the statutory reason behind the negative reply not later than within a month of the request. If the Data subject considers that their rights as defined in the data protection law are violated, they have the right to file a complaint to the supervisory authority.</p>

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	Requests related to the Data subjects' rights must be addressed to Saga Furs Oyj by email at dataprivacy@sagafurs.com
9. Data protection policies	The data stored in electronic format are protected from unauthorised access by appropriate technical and contractual means. Only those Saga Furs Oyj employees whose positions include participating in the recruitment process have the right to process the data.
10. The right to submit a notice to the supervisory authority	If the data subject has doubts that the processing of personal data does not observe the General Data Protection regulation, they have the right to submit a notification to the supervisory authority in https://tietosuoja.fi/en/home .