

Assessment Tools

Data Privacy Notice

1. We respect your privacy

We would like to inform you about the processing of your personal data in connection with the **voluntary** participation to the Assessment Tools implemented by Getinge.

The Getinge entity that you are applying for a job with ("**Getinge**" or "**we**") is the controller for the processing of your personal data as described in this Privacy Notice.

The protection of your personal data is of great importance to Getinge. Getinge will always process your personal data in accordance with applicable data protection laws and regulations.

If you have any questions or concerns, please contact Getinge's Global Data Protection Officers at data.protection@getinge.com or send a request using the [Data Subject Request Form](#).

2. Categories of personal data, purposes of the processing and legal basis

Getinge needs to base its processing of personal data on a legal basis in relation to each purpose of the processing. For example, a legal basis could be that the processing is necessary (a) for compliance with a legal obligation; (b) for the performance of a contract to which you are a party, or; (c) for the purposes of Getinge's or a third party's legitimate interests where such interests override your interests of having your personal data processed.

Getinge processes your personal data for the purpose specified below.

Purpose	Type of processing	Categories of personal data
<p>Getinge has implemented an assessment tool to support in the recruitment process.</p> <p>The assessment tool is composed of seven primary scales (Adjustment, Ambition, Sociability, Interpersonal Sensitivity, Prudence, Inquisitive and Learning Approach) and 42 related subscales of personality and describes normal, or bright-side personality – qualities</p>	<ul style="list-style-type: none"> - Storage in candidate report for a limited period of time - Review of report <p>Please note that the report will not be used to take automated decisions. The report is only used as basis for recruitment discussion.</p>	<ul style="list-style-type: none"> • Candidates full name • Candidates Email address • Job title / job role that the candidate is applying for • Assessment results

<p>how candidates relate to others when they are at their best.</p> <p>In addition, there could be additional questions in relation to the following scales (Excitable, Cautious – Risk averse, Reserved, Leisurely, Bold, Mischievous, Colorful, Imaginative, Diligent, Dutiful) including subscales or (Recognition, Power, Hedonism, Altruistic, Affiliation, Tradition, Security, Commerce, Aesthetics or Science) including subscales.</p> <p>The purpose of the processing of personal data made in relation to the assessment tool is to improve organizational efficiency.</p>		
Legal basis	Retention period	
<p>The processing of personal data is based on your voluntary <u>consent</u> (see the last page of this Privacy Notice).</p>	<p>The personal data will be stored for a maximum of 6 months unless local laws require a shorter period.</p>	

If necessary, Getinge will process personal data for the establishment, exercise and/or defence of legal claims. In such case, the data will be kept until the legal claim is finally settled and thereafter for the statute of limitation period. This processing is based on Getinge's legitimate interest to establish, exercise and defend legal claims.

3. From where is your personal data collected?

The Personal Data is collected directly from the candidate who participates to the Assessment Tool.

4. With whom does Getinge share your personal data?

In order to fulfill the purposes of the processing, Getinge may, if necessary, share your personal data with the following recipients:

Data shared internally within the Group (Getinge recipient)

- a) HR department
- b) Line manager / Team Leader
- c) Talent manager

5. Will Getinge transfer your personal data outside the EU/EEA?

If necessary in order to fulfil the purposes of the processing, Getinge may transfer your personal data to countries outside the EU/EEA. In such case, Getinge will ensure that adequate safeguards are in place, which could for example be entering into the EU Standard Contractual Clauses.

6. Your rights

Below you will find a summary of rights that may apply. You may ask questions about how your personal data is processed as well as exercise your rights free of charge by using the [Data Subject request form](#)

Please note that Getinge will assess in each single case if a request to exercise your rights is valid. The below rights are not absolute and exceptions may apply.

a) Right to access

You have the right to obtain a copy of your personal data undergoing processing and to receive additional information about the processing.

b) Right to rectification

You have the right to obtain rectification if your personal data should be inaccurate or have your personal data completed if it is incomplete.

c) Right to erasure

You have the right to request that Getinge erases your personal data if one of the following applies:

- the personal data are no longer necessary in relation to the purposes for which they were collected or otherwise processed;
- you make a valid objection to the processing of your personal data;
- the personal data have been unlawfully processed; or
- the personal data have to be erased for compliance with a legal obligation.

d) Right to restriction

You have the right to request restriction of processing where one of the following applies:

- the accuracy of the personal data is contested;
- the processing is unlawful and you oppose the erasure of the personal data and requests the restriction of their use instead;
- Getinge no longer needs the personal data for the purposes of the processing, but they are required by you for the establishment, exercise or defense of legal claims; or
- you have objected to the processing and the objection is awaiting to be verified.

e) Right to data portability

Under certain circumstances you have the right to extract your personal data in a machine-readable format or transmit it to another controller.

f) Right to object

You have the right to object to the processing of your personal data at any time if the processing is based on Getinge's legitimate interest.

In addition to the above, you always have the right to lodge a complaint to the supervisory authority regarding the processing of your personal data.

Consent

By ticking the box below, you hereby provide your consent to Getinge's processing of personal data as stated in this Privacy Notice for the marked purposes. Provision of consent is completely voluntary and you may withdraw your consent at any time.

I consent to Getinge's processing of my personal data for the following purposes:

Processing my personal data for the purpose of improving organizational efficiency as described in this Privacy Notice.

Please note: These Assessment Tool is totally voluntary and there will be no negative consequences if an individual does not want to take the test or due to the results of the tests.

.....Date and signature

.....Name