



Data Privacy Statement for recruitment (job applicants)

1. Controller

Evac Group Oy (Linnoitustie 6 A, 02600 Espoo, Finland).

Hereinafter referred to as “**Evac**” (including its affiliates).

Contact: Chief People & Culture Officer Senja Koivusalo (senja.koivusalo@evac.com).

This register applies to Evac Group Oy, including its direct and indirect subsidiaries.

2. Categories of persons in the register

These data protection principles apply to the personal data of persons applying for a position as an employee or manager at Evac.

3. The Personal Data that we process

Evac shall process data necessary for recruitment including the following: (i) name, social security number, nationality, home address, phone number, email, (ii) language skills; (iii) education and work experience; (iv) the job application sent by the applicant with all its appendices, a summary and video recording of a job interview, if applicable, as well as the results of a suitability test by a third-party psychologist; and (v) other information relevant to recruitment.

4. Sources of personal data

Evac’s register contains information received from the job application. Personal data can be collected from other resources such as from a referee subject to a permission from the job applicant.

5. Purpose of personal data processing

Personal data shall be processed for recruitment.

6. Processors of Personal Data

Only specific roles process job applicant’s personal data. Such roles are in human resources, IT and in relevant recruiting teams.

7. Basis for personal data processing

The processing of data is based on the applicant’s consent. The basis for processing may also be the draft employment contract. The contract is the basis of the processing of data relevant for the contract.

In addition, some of the data may be processed based on Evac’s legitimate interests. In such cases, processing shall be necessary for accomplishing Evac’s legal interests that can be clearly expressed, and the employee’s rights and benefits shall not override Evac’s legitimate interests. Such legitimate interests include the processing for the benefit of the employee.

Personal data shall also be processed when the processing is necessary for fulfilling a legal obligation of a controller.

8. Retention period of Personal data



Personal data is stored at Evac in accordance with applicable laws. Personal data shall be deleted even earlier when its processing is no longer necessary.

9. Regular data disclosures and transfer of data outside the EU and European Economic Area

Data may be disclosed and transferred within the Evac group to perform tasks necessary for recruiting.

Data is not normally transferred or disclosed outside the EU and the European Economic Area unless this is necessary for processing the above-mentioned personal data, in which case we ensure an adequate level of data protection. Some of our partners may process your personal data outside the EU.

10. Rights of the data subject

Right to inspect one's own data: A person has the right to inspect data related to themselves.

Right to request correction of data: A person has the right to demand Evac to correct any inaccurate and erroneous data related to himself or herself. The correction must be made without unnecessary delay. A person also has the right to supplement incomplete personal data in the form of a supplementary report, for example.

Right to transfer one's own data: In certain situations, a person has the right to transfer personal data related to themselves that he or she has provided Evac to another controller when the processing is based on consent or an agreement.

Right to request deletion of data or restriction of processing or to object to the processing of data: If the reasons for processing personal data no longer exist, a person has the right to request the deletion of their data.

In addition, a data subject has the right to file a complaint about the processing of personal data to a supervisory authority.