

PRIVACY POLICY

Information about our processing of your personal data etc. in connection with the whistleblower system

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1 We are the data controller – how do you contact us?

Habitus Holding ApS, Park Allé 290, 1. th, 2605 Brøndby, CVR: 35529586 is the data controller for the processing of the personal data that you choose to enter in connection with reporting to the whistleblower system.

1.1 However, this does not mean that we have access to the personal data in connection with the processing of reports or the following, but simply that we are data responsible for these.

2 The purposes and legal basis for the processing of your personal data

2.1 We process your personal data for the following purposes:

2.1.1 To process reports to the whistleblower system and communicate with you in this regard.

2.2 If you make an anonymous report to the whistleblower system, we will not process your personal information. All inquiries about the whistleblower system are handled confidentially by Lund Elmer Sandager law firm.

2.3 The legal basis for our processing of your personal data may be based on:

2.3.1 Legitimate interests as set out in with Article 6 (1), point f of the General Data Protection Regulation (GDPR). The legitimate interests that justify the treatment are our interest in being able to discover, hinder and prevent illegal or unethical behaviour.

2.3.2 The processing is necessary for a legal claim to be established, pursued, or defended, see Article 9 (2), point f of the GDPR.

2.3.3 Our duty to establish a whistleblower system and process received reports, see the Whistleblower Directive and the Danish Implementation Act.

2.4 The legal basis for the processing of personal data in the individual whistleblower case may vary from case to case. The legal basis for the processing of any personal data is therefore assessed and documented on an ongoing basis in each individual case.

3 Categories of personal data

3.1 We process the following categories of personal data about you as reporter:

3.1.1 General personal data such as name, contact information, and job title.

3.1.2 Information you have otherwise chosen to pass on to us in connection with your report.

3.2 If you have chosen to make an anonymous report to the whistleblower system, we cannot identify you and therefore do not process your personal data.

3.3 We process the following categories of personal data about you that are included in the investigation of a case:

3.3.1 General personal data such as name, contact information and job title.

3.3.2 Other information that has been shared in connection with the report or that has emerged in connection with the investigation of the case.

4 Recipients or categories of recipients

4.1 We pass on your personal information to the following recipients:

4.1.1 Data processors, e.g. the provider of the secure technical solution around the whistleblower system.

4.1.2 Authorities or public instances if necessary in connection with legal consequences, or if Lund Elmer Sandager or we are required to do so by law.

4.1.3 Lund Elmer Sandager as administrator of the whistleblower system.

5 Transfer to recipients in third countries, including international organizations.

5.1 We do not transfer your personal data to recipients outside the EU and the EEA.

6 Where your personal information comes from

- 6.1 We only process personal data about you as a whistleblower which you have provided in connection with a report and its processing.
- 6.2 If you are part of a pending whistleblower case, we may process personal data about you that we have received from employees or public authorities.

7 Storage of your personal data

- 7.1 We store your personal information in connection with the case processing and until 60 days after the case processing is completed.
- 7.2 In some cases, it may be necessary to keep the personal data for more than 60 days from the end of the case. This will, for example, be in connection with legal consequences of the report. The assessment of the cases is made individually.

8 Automatic decisions, including profiling

- 8.1 We do not use automatic decisions or profiling in connection with the processing of whistleblower cases. You will not be subject to profiling and all decisions will be made by natural persons based on specific assessments.

9 Your rights

- 9.1 Under the General Data Protection Regulation, you have several rights in relation to our processing of information about you. If you want to make use of your rights, please contact us.
- 9.2 Right to access information (right to access)
 - 9.2.1 You have the right to access the information we process about you, as well as several additional information.
- 9.3 Right to rectification (correction)
 - 9.3.1 You have the right to have incorrect information about yourself corrected.

9.4 Right to deletion

9.4.1 In special cases, you have the right to have information about you deleted before the time of our general deletion occurs.

9.5 Right to limit processing

9.5.1 In some specific cases, you have the right to have the processing of your personal data restricted. If you have the right to have the processing limited, we are only entitled to process the information – apart from storage – with your consent or if legal claims is to be established, pursued, or defended, or to protect a person or important societal interests forward going.

9.6 Right to objection

9.6.1 In some cases, you have the right to object to our processing of your personal data.

9.7 Right to transmit information (data portability)

9.7.1 In some cases, you have the right to receive your personal information in a structured, commonly used, and machine-readable format and to have this personal information transferred from one data controller to another without hindrance.

9.8 You can read more about your rights in the Danish Data Protection Agency's guide to a data subjects' right, which you will find at www.datatilsynet.dk

10 Complaint to the Danish Data Protection Agency (Datatilsynet)

10.1 You have the right to make a complaint to the Danish Data Protection Agency if you are dissatisfied with the way we process your personal data. You will find Danish Data Protection Agency's contact information at www.datatilsynet.dk