

MICHAËL BERGLUND GROUP PRIVACY POLICY

Last updated 2023-12-01

The Michaël Berglund Group and its subsidiaries care about protecting your privacy. Our group of companies processes a large amount of personal data within the framework of our respective operations. For example, we use personal data during recruitment processes, when hiring consultants and when offering training services.

With your consent, we also collect certain data when you visit our website through so-called cookies. As a website visitor, you are under no obligation to give us access to your data. You can prevent this by not accepting that we place cookies on your device.

Our privacy policy applies to Michaël Berglund Group AB and its subsidiaries Michaël Berglund Executive Search AB, Michaël Berglund Interim Effect AB, Michaël Berglund Board & Leadership Services AB and Dmatch.

Michaël Berglund Group AB (company reg. no. 559376-0910) is the data controller for the processing of your personal data.

What information do we collect about you and why?

Michaël Berglund Group AB and its subsidiaries collect certain information about you in the context of the services we offer. The data is necessary for us to fulfil our obligations to you or otherwise fulfil the purpose of the information processing. You can find more detailed information in our privacy policy specification, which also gives you answers on what information Michaël Berglund Group processes, for what purposes, on what legal basis and for how long. [Read the specification.](#)

How do we get access to your data?

The data about you that we process has been provided to us by you, usually when you register on our website or in other contacts with us regarding our services and our business, or regarding information that you have made public through professional networks that you use, such as LinkedIn.

Who will we share your information with?

We may share your personal data with external parties, such as other companies within the Michaël Berglund Group, suppliers to the Michaël Berglund Group or, when applicable, customers. When we share your information with an external party, it is always only for the purposes for which we collected the information in the first place. We always take the necessary measures to ensure that an external party manages your data in a correct and secure manner, such as by signing agreements like data processing agreements.

Your data may also be shared with our suppliers who perform services on our behalf and based on our instructions. These include suppliers of IT services for storage and operations management, marketing and recruitment tools, or personality tests.

In recruitment processes, at the end of the process, we will hand over information about you to recruiting companies, which in turn will then be responsible for the processing, confidentiality and security of the data in accordance with the EU's General Data Protection Regulation (GDPR).

Where is your data processed?

We do our best to ensure that your personal data is not stored or otherwise processed in countries outside the EU or EEA. However, your data may be transferred or processed by our suppliers or partners in the UK or Norway.

Since our recruitment activities are international, we may transfer your personal data within Michaël Berglund Group AB's international network in connection with international search assignments. Therefore, your personal data may be transferred to countries that have different laws and data protection requirements than those that apply within the EU/EEA. If personal data is transferred to a country outside the EU/EEA, we will ensure that the necessary measures have been taken for the transfer to be legal and in accordance with the

GDPR. If you would like information about – or a copy of – the appropriate safeguards we have put in place, please contact us (see the contact details at the end of this policy).

What rights do you have?

Under applicable data protection legislation, you have several rights when your data is processed. Below is a brief description of them. Your rights may vary depending on the reason for processing your data.

- The right not to disclose your personal data to us. However, please be aware that this severely restricts our ability to include you in assignments or offers.
- The right to request access to or copies of your personal data and information about the nature of this personal data and how it is processed and used (a so-called register extract).
- The right to request a correction of any inaccuracies in your relevant personal data.
- The right to object to the processing taking place.
- The right to request that your personal data be erased, or the processing of your personal data be restricted.
- The right to object to our carrying out or causing to be carried out the processing of your relevant personal data.
- The right to have certain personal data transferred to another controller, in a structured, commonly used and machine-readable format, to the extent applicable (so-called data portability).

If you wish to exercise one or more of these rights or to ask us a question about your rights, any other provision of this policy or the processing of your personal data, please contact us using the contact details at the end of this policy.

You can revoke your consent at any time

If the processing is based on your consent to the processing, you may withdraw your consent at any time, without affecting the lawfulness of the processing based on the consent before it was withdrawn.

Please send your revocation to info@michaelberglund.se.

Changes to our information on personal data processing

We may make changes to the information about our processing of personal data. The latest version will always be available on our website.

If you have objections to the processing of your personal data or want to contact us

Michaël Berglund Group AB (company reg. no. 559376-0910) is the data controller for the processing of your personal data. In addition to complying with European and Swedish data protection legislation, we as a member company also comply with AESC's Code of Conduct and practices for data protection.

If you are dissatisfied with how we process your personal data, you can contact us using the contact details below. You also always have the right to file a complaint with the supervisory authority, the Swedish Authority for Privacy Protection (www.imy.se).

For questions and more information about our privacy policy and processing of personal data, you are welcome to contact us:

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08-663 90 00

Data protection officer

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