

Privacy policy for job applicants at TripleNine Group A/S

Thank you for applying for a job at TripleNine Group A/S!

When you submit your application and your personal information via this website, you submit all information to TripleNine Group A/S, Trafikhavnskej 9, 6700 Esbjerg, Denmark, the parent company of the TripleNine Group. TripleNine Group A/S is the data controller for the collection and processing of data in connection with this website. TripleNine Group A/S is responsible for ensuring that all persons or companies that have access to or process your personal information comply with this policy.

As part of our recruitment process, we record your application and process the information you have provided herein, including personal information, as set forth in this privacy policy.

In connection with recruitment, TripleNine often uses the recruitment system in Jobindex to facilitate the recruitment process for both you and TripleNine. In this case, Jobindex is to be considered as a data processor.

This privacy policy informs you of the processing, which is conducted by TripleNine, of your personal data for the purpose of recruitment. In addition to this privacy policy, TripleNine's personal data policy applies.

1. Processing of personal data

We process information in order to assess your application, including personal information that you have passed on in your job application and your CV. We recommend that you do not pass on sensitive information that reveals e.g. race or ethnic origin, religion, trade union affiliation, sexual orientation, etc. in your application. The basis for our processing of your personal data is your application for the conclusion of an employment contract with TripleNine (article 6(1)(b) of the General Data Protection Regulation) and our legitimate interest in processing information that you have provided to us (article 6(1)(f) of the General Data Protection Regulation).

If the performance of a position in exceptional cases imposes specific health requirements, we may ask for your consent to the processing of such personal data (article 6(1)(a) of the General Data Protection Regulation and article 9(2)(a) of the General Data Protection Regulation).

Your personal information will be shared and processed by TripleNine employees, who are responsible for the recruitment process. In most cases, it includes HR staff and the current manager. Depending on the job in question, more TripleNine employees may be involved.

If the position requires you to take a personality test or similar, you will be informed of this once we have processed your application. The results of such tests are treated confidentially, but they are included in our overall assessment of your application. The basis for this processing is your request for employment with TripleNine (article 6(1)(b) of the General Data Protection Regulation).

2. Storage of your application

If you are offered a position at TripleNine, your application and additional personal information that was passed on during the recruitment process will become part of your staff portfolio.

If you are not offered a position, we will store your application and additional personal information that was passed on during the recruitment process for a period of up to 12 months.

By giving your consent for us to store your personal information, we have the opportunity to consider your application for future vacancies in TripleNine.

3. Disclosure of personal information

In order to get the best qualified applicants, we occasionally work with consulting firms, which can assist us in the evaluation of your application and help us with the execution and review of personality tests, etc.

4. Collection of personal information from third parties

As part of our evaluation of you and your application, we may obtain references from your past and/or current employers. We only collect references from people you have given us permission to contact. We collect references based on our legitimate interest in being able to assess whether we can hire you (article 6(1)(f) of the General Data Protection Regulation) or if you have given your consent (article 6(1)(a) of the General Data Protection Regulation).



5. Your rights

You have the right to access the data processed about you, however subject to certain legal exceptions. You may also object to the collection and further processing of your personal data. In addition, you have the right to correct your personal data, if necessary.

In certain circumstances, you may also request that we provide you with an overview of your personal information and ask us to transfer such information to another data controller.

6. Contact information

If you wish to make use of your rights, or if you have any questions regarding this privacy policy or the processing of your personal information, you are welcome to contact our HR Manager at mbv@999.dk.

You can withdraw your consent at any time. If you withdraw your consent, TripleNine will stop the processing of your personal data and delete this information, unless we are allowed to continue the processing and storing of your personal data on another legal basis or are obliged to do so in order to comply with applicable law.

7. Complaints

If you wish to complain about the processing of your personal data, you may always contact our HR Manager using the contact information above. You may also lodge a complaint with the Danish Data Protection Agency, Borgergade 28, 5, 1300 Copenhagen K, Denmark.

The latest update of this privacy policy was made on 1 February 2021.