

# **Annex to the data protection statement of KSB Finland Oy - English**

## **Handling of job applicants personal data**

KSB Finland Oy handles job applicants personal data.

### **1. Purpose of data processing**

KSB Finland Oy handles and processes personal data of job applicants in order to find a suitable potential employee.

### **2. Data**

In doing so, KSB Finland Oy processes the following data:

- First and last name
- Contact information: address, e-mail address and phone number
- Date of birth
- Former and current employment
- Salary requests
- Educational background

### **3. Disclosure of data to third parties**

KSB Finland Oy partly employs third parties in processing and evaluating job applications, such as consultants and recruiting agencies. These third parties are located in Finland or the Baltic countries, data will not be transferred outside of the European Union.

### **4. Legal Basis**

If we are given consent to process personal data Article 6(1)(a) of the EU General Data Protection Regulation ("**GDPR**") serves as legal basis. Legal basis for the processing of personal data to initiate or perform a contract to which a data subject is party is Article 6(1)(b) GDPR. If processing is required for KSB to meet their legal obligations (obligations to preserve, for example), Article 6(1)(c) GDPR serves as legal basis. Personal data will also be processed to assert the legitimate interests of KSB and third parties under Article 6(1)(f) GDPR. Legitimate interests lie in the functionality of the IT system of KSB, the marketing of KSB products and services, as well as the documentation of business contacts required by law.

### **5. Storage period**

Personal data is removed or anonymised when the data is no longer needed for the purposes of which they were processed and stored. Data is only stored for as long as the EU and its member states permit it to, as KSB Finland Oy follows the legislation.