

Danske IT

(Wholly owned subsidiary of Danske Bank Group)

Consent and Disclosure Form

Introduction

As potential future employee of the Danske Bank Group (the “Group”), we want to inform you of the Group’s processing of your personal data and your rights. We process your data since it is in our legitimate interest to complete a fair and successful recruitment process. Further, personal data is necessary for us to potentially enter into an employment agreement with you.

We protect your data and privacy by taking all relevant measures in accordance with applicable legislations (India IT Act 2000 and IT Rules made thereunder).

Why do we register and use your personal data?

We register and use data about you as it is necessary to pursue a legitimate interest of the Group. We will only do so if our interest clearly outweighs your interest in not having your personal data processed by us.

What personal data do we process?

We process different kinds of personal data about you, including

- CV, tests, interview records and other application documents, educational level and year of graduation.
- Name, gender and personal ID number.
- Nationality, private address and other contact details.
- Compensation and experience/job profile details of current/previous employers as relevant for the recruitment and background verification process.
- Publicly available information which is published by you on social media and which is relevant for the recruitment process.

Our purposes and legal ground for processing your personal data

We process your personal data for the following purposes

- Recruitment and non-executive searches. We have a legitimate interest to process application documents such as CV, personality tests in order for the recruitment process to be fair and

June 2020

successful and to comply with legal requirements. Further, our processing of such data is necessary in order to eventually enter into an employment agreement with you and/or to inform you about vacancies in the future.

- We collect and process publicly available information relevant to the recruitment process and clearly published by you on social media in order to ascertain your professional profile.

Third parties and your personal data

Personal data from third parties

We process personal data from third parties, for instance

- Recruitment and executive search companies. The personal data we are provided are e.g. your name, contact details, CV, credit reference and other applicant documents. The personal data may be collected from your publicly available info on job profiles on social medias e.g. LinkedIn. The Group has a legitimate interest to ensure the recruiting process is fair and successful.
- Former employers subject to the references provided by you. The personal data we are provided are e.g. assessments of your performances and personality.

Third parties that we share your personal data with

In some instances, we may share personal data with third parties inside or outside the Group:

- Recruitment and executive search companies receives personal data about you such as employment conditions in order to complete the recruitment process.

Erasure and retention of personal data

We keep your data only for as long as it is needed for the purpose for which your data were processed. Thus, we will save your personal data during the recruitment process and up to 24 months from the ending date of the recruitment process. Our reason for the saving your personal data is because it may be used by the Group to defend against a legal claim.