

Privacy Statement – HR Recruitment

Maillefer Extrusion Oy (“We” or “Maillefer”) recognize the importance of protecting people’s privacy and personal data and processing it in accordance with the applicable privacy laws. The purpose of this Privacy Statement (“Statement”) is to communicate the ways we process personal data of individuals who apply for job in Maillefer Extrusion Oy or any of its affiliate companies.

Data controller for personal data. Data controller, and therefore the legal entity responsible for collection and use of personal data under this Statement is Maillefer Extrusion Oy. In regards to detailed data processing activities, individual Maillefer affiliate companies may also operate as data controllers, either independently or jointly with Maillefer Extrusion Oy.

Purpose and legal basis for the processing of personal data. We collect and process your personal data in connection with our recruitment processes, on the basis of your consent according to the Article 6 (1) (a) of the GDPR Regulation.

Personal data that we collect. We collect the data which are necessary for us to run our recruitment processes. This will usually include information such as name and contact details, CV, cover letter, working experience, education, know-how, competences and references, and any other relevant and necessary data which you may choose provide to us along with your application. Personal data belonging to special categories shall not be collected or used.

Sources where we collect the personal data from. We collect your personal data primarily from you and as provided by you to us. In addition to this, we may also, subject to applicable laws and regulations, collect personal data about you from third party sources, for example in case of conducting background checks and applicant assessments from external professional service providers, or from public sources such as LinkedIn or similar professional social platforms.

Access to personal data. Access to your personal data is restricted to Maillefer HR and persons involved in the recruitment process. We may share your data on a regular basis only with external professional service providers engaging in applicant assessments as well as sometimes to entities conducting background checks.

Transfer of personal data outside the European Union or the European Economic Area. We may transfer your personal data outside the European Union and/or the European Economic Area, to the mother company Davis-Standard or to Maillefer entities in recruitment purposes. In order to ensure adequate protection of any such transferred data we apply the necessary safeguards in the form of the European Commission Standard Contractual Clauses. In individual circumstances other means may apply, always ensuring that your personal data is adequately protected as required by applicable laws and regulations.

Retainage of personal data. We retain your personal data for a period of six (6) months from the date of the final decision in the recruitment process.

Your rights in regards to your personal data. You have the right to ask us to tell you what data we at any given time store about you. You also have the right to: (a) request us to erase your personal data (b) request us to restrict the use of your data or object to our processing of your personal data; (c) object us in processing your personal data; (d) request us to move your personal data over to you or to another data controller in accordance with the European Data Protection Regulation; (e) where you have given us your consent to process your personal data, you may have the right to withdraw that consent; and (f) lodge a complaint with a relevant data protection authority if you deem that we have processed your personal data in violation of the applicable data protection laws. We will review such requests and execute them in the fullest extent possible in accordance with applicable laws.

Automated decision making. Decisions regarding conduction and settlement of the recruitment process will be not undertaken in automated way.

Your individual rights, further information

General Counsel Hanna Vahtola

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Your right to withdraw consent

HR Director Minna Berg

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