Data Privacy

Data privacy for job applicants and potential candidates

By submitting your application and personal data by creating your candidate profile, you are expressly giving Nilfisk your consent to obtain, use, store and share (collectively, "process"), the information about you ("personal data") as follows. You can at any time during that period delete your data by going to https://nilfisk.wd3.myworkdayjobs.com/Nilfisk, sign into your profile, then Account Settings and click on "Delete my information".

Processing your data

Nilfisk will process your data in order to determine whether you are the appropriate candidate for the job you have applied for, or are suitable for any other of our vacancies. In order to do this, the Nilfisk Human Resources (HR) contact person will share your data, to the extent necessary, with other HR colleagues, and the relevant job function employees and managers. We also use your data in order to contact you.

Nilfisk may also share your materials, to the extent necessary, with external third parties who assist us in the recruitment process, including recruitment companies, providers of personality tests, etc.

Nilfisk processes your data securely and confidentially, making it available only on a need-to-know basis. This also applies to third parties assisting us in the recruitment process.

Sensitive data

These are data on health, trade union membership, religious, political or philosophical beliefs, sex life or sexual orientation, genetic and biometric data (e.g. photos, fingerprints), and racial and ethnic background.

These data are not relevant in evaluating you as a candidate, unless required by the laws of the country where you are applying (for example, laws to assist disadvantaged groups), and Nilfisk will not consider such data in its evaluation process, except to the extent required by applicable laws.

We encourage you not to include such data in your application, unless required by applicable local laws, but if you choose to provide such data, you explicitly consent to Nilfisk's sharing that sensitive data as explained above, because we cannot separate it from your application materials.

Legal basis for processing your data

Nilfisk processes your data:

- Because we have a legitimate interest to determine whether you are a suitable candidate for a job you have applied for or for other vacancies of ours or because you have created a job alert;
- If you have made sensitive data manifestly public on openly accessible social media;
- Because you have given your consent as stated above;
- If we offer you the job, because we will enter into an employment contract with you and because we are required to report certain information to relevant government agencies, e.g. tax, immigration, social security, as well as with any trade union of which you are a member.

Transfer of your data outside the European Economic Area

Nilfisk may need to transfer your data outside the European Economic Area (EEA) (See below) to evaluate you; such transfers occur under EU Standard Clause data transfer agreements. By submitting your application you explicitly consent to Nilfisk's transferring your data.

Sources of your data

In addition to your application materials, Nilfisk will obtain feedback from persons you have given us permission to contact as references. We will not disclose to you the content of their comments, due to their confidential nature. If you have given us permission to contact someone and then change your mind, you must notify us immediately.

Storing your data

We will keep your application and any other information you have provided to us until the recruitment process has been completed and for as long as we consider your application could be suitable for other vacancies, but not for longer than 12 month(s) from the data of submission, or according to local data protection laws. At the end of that period, Nilfisk will delete all of your personal data if you have not become a Nilfisk employee. We will manage personal data in accordance with Danish national data protection laws and the European Union's General Data Protection Regulation 2016/679 (GDPR) as your data is stored our Applicant Tracking System, Workday, operated by our Headquarters located in Denmark.

Your rights to your data:

You can at any time delete your data by going to https://nilfisk.wd3.myworkdayjobs.com/Nilfisk, sign into your profile, then Account Settings and click on "Delete my information".

Within your profile, you can also correct or modify your data.

If you have any questions concerning your personal data or if you want to obtain in an electronically readable form your data that Nilfisk is processing, you may contact Nilfisk's Global Compliance Officer at jsimon@nilfisk.com.

European Economic Area (EEA):

Iceland, Lichtenstein, Norway and the members of the European Union (EU): Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxemburg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden. The United Kingdom is covered by the same rules until 31 December 2020.