Privacy Notice

Introduction

In order to apply for a job, you need to provide us with certain personal information about yourself. The purpose of this privacy notice is to inform you, as a job applicant, about how GPV Group A/S (hereinafter “GPV”, “our”, “we”) processes your personal data and your rights in that respect.

GPV will act in the capacity of a data controller and accordingly be responsible for the processing of your personal data in accordance with this privacy notice and applicable data protection legislation, including Article 6(1)(f) of Regulation (EU) 2016/679 (“GDPR”), and Personal Information Protection Law of the People's Republic of China

In case you have any questions in respect of our processing of your personal data, please contact us at:

GPV Beijing Ltd.
Building 7# Jin Tian Heng Ye Industrial Park, No.28 Jing Hai 2nd Road, BDA, Beijing 100023, PRC

Mail: beijing.hr@gpv-group.com

GPV Suzhou Ltd.
198 Huangpu River Road, Changshu National New&Hi-tech Industrical Development Zone, Suzhou, 215500 China.

Mail: hr.suzhou@gpv-group.com

Types of personal data

GPV will process the personal data submitted by you in connection with your job application on this page or subsequently during the application process. This may for example include:

- Contact information, such as your name, email address, mobile phone, private home address.
- Background information, such as academic qualifications, work experience, language skills.
- Demographic information, such as age, gender, income, and work situation.
- Information about personal traits derived from example personality or IQ test needed to evaluate the suitability for the position in question.
- Portrait picture.

In addition, GPV may process personal data about you gathered in relation to a job interview (e.g. interview notes), from third parties (e.g. from references provided by your) or through searches on your public social media profile (e.g. LinkedIn) if such exists.

Purpose of our processing of your personal data

GPV will as part of the recruitment procedure process the personal data i) in order to pursue our legitimate interest in being able to evaluate your job application and to carry out the recruitment process, including by contacting your provided references, cf. Article 6(1)(f) of the GDPR, and ii) when relevant to take steps to entering into an employment contract with you, cf. Article 6(1)(b) of the GDPR.

If you have given your consent hereto, GPV will also process your personal data to contact you regarding future job opportunities at GPV in case you are not offered a position at the time of application, cf. Article 6(1)(a) of the GDPR.

In the event of a legal dispute, we may to the extent relevant process the personal data collected because it is necessary for the purposes of our legitimate interest in being able to establish, exercise or defend our legal rights, cf. Article 6(1)(f) of the GDPR.

Transfer of personal data to third parties and third countries

GPV may share your personal data with the below categories of third parties for the abovementioned purposes:

- Affiliated group companies.
- External advisors, including law firms or recruitment firms, subject to a duty of confidentiality.
- Service providers (e.g. the provider of this HR platform through which you submit your job application).
- Public authorities to the extent required by law, court order or if necessary to establish, exercise or defend our legal rights.
- Other third parties i) with your consent, ii) if they are involved in a merger, de-merger or a sale which involves all or part of our business or assets, or iii) if otherwise compatible with the purpose for which the personal data were initially collected.

Personal data is stored in servers located in EU/EEA, unless you have submitted your application to a company based outside the EU/EEA. Personal data can also be transferred outside of the EU/EEA, if relevant, and such transfers will be based on the standard contractual clauses adopted by the EU Commission and only take place on the basis of a risk assessment.

Retention period

GPV will store the personal data collected for one (1) year after submission upon which the personal data will be deleted, unless the personal data is needed to establish, exercise or defend our legal rights in a current legal dispute pursuant to Article 6(1)(f) of the GDPR.

Before the expiry of the retention period, we may ask you if are interested in GPV keeping your personal data for an additional 12 months for the purpose of being able to contact you regarding future job opportunities at GPV, if any.

Any processing of personal data following the conclusion of an employment contract will be subject to a separate privacy notice regarding employee data.

Your rights as an applicant (data subject)

Subject to certain conditions set out in applicable data protection legislation, you have the following rights in respect of your personal data:

a) The right to obtain a copy of the personal data we have collected about you in a commonly used electronic form and to transmit said copy to another data controller.
b) The right to rectify or complete the personal data we have collected about you if it is inaccurate or incomplete, and (in special circumstances) to have the data deleted.
c) The right to restrict the processing of the personal data we have collected about you.
d) The right to object to the processing of the personal data we have collected about you, including in respect of direct marketing.
e) The right to withdraw the consent to the specific processing activities you have consented to.

If you would like to exercise any of the above rights or have any questions regarding the processing of your personal data, please contact us by using the contact information stated above in this policy by way of introduction.

Changes to this privacy notice

From time to time, we may change this privacy notice. We will notify you about any changes unless they are without material effect.