



Privacy Policy - Recruitment

We encourage you to review our Privacy Policy for Recruitment for detailed information on our privacy policies before you file your application.

As part of our recruitment process, we will process your personal data, as set out in this privacy policy. Vikan A/S, Rævevej 1, 7800 Skive, Business reg. no. 10290147 is data controller with respect to the personal data collected and processed as part of the recruitment process. Vikan is cooperating with HR-skyen.dk who acts data processor for Vikan in relation to the recruitment system used.

In order to evaluate your application, we will process the information, including the personal data, which you disclose in your job application and CV. We recommend that you do not disclose sensitive personal data, such as information revealing racial or ethnic origin, religion, trade union membership, sexual orientation, health, etc. in your application.

By applying for a job with us, you consent to the processing of your personal data in this respect.

If the job position requires you to complete personality tests or similar you will be informed hereof when we have processed your application. The results of such tests will be treated confidentially but will be included in our evaluation of your application.

If you are offered a position in a Vikan Group company, your application and additional personal data obtained during the recruitment process will become part of your employee file.

If you are not offered a job, we will store your application and any additional personal data obtained during the recruitment process for a period of 6 months following our rejection, and may contact you if a vacancy matching your profile arises at a later stage. Your application and any additional personal data will automatically be deleted from our database following the 6 months. However, you are able to reactivate it for 6 more months. You will receive a reminder with a link to update and reactivate your application and your additional personal data before the period expires.

Any consent that you may have provided during the application and/or recruitment process may be withdrawn at any time by contacting us. If you withdraw your consent we will stop the processing of your personal data unless we are entitled to continue the processing or storing of your personal data on another legal basis.



Your personal data may be shared with other group companies if relevant. Such group companies include companies situated in countries outside the EU/EEA, including Russia and Japan.

Vikan A/S has entered into transfer agreements based on the EU Commission's Standard Contractual Clauses in order to ensure an adequate level of data protection with respect to such transfers.

You have a right of access to the personal data processed about you, subject to certain statutory exceptions. Furthermore, you can object to the collection and further processing of your personal data. In addition, you have the right to request that any processing is limited, that your personal data is corrected, if necessary, or under certain circumstances deleted.

In certain situations, you may also request that we provide you with an overview of your personal data in a structured, commonly used and machine-readable format and request us to transmit such data to another data controller.

If you want to exercise any of your rights or if you have any questions regarding this privacy policy or the processing of your personal data, you may contact us at Privacyprotection@vikan.com.

If you have any complaints regarding the processing of your personal data, please contact us at Privacyprotection@vikan.com. You may also file a complaint with the Danish Data Protection Agency, Borgergade 28, 5., 1300 Copenhagen.

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