

PRIVACY AND COOKIE POLICY

Welcome to Copenhagen Energy's privacy notice.

Copenhagen Energy A/S respects your privacy and complies with the applicable legislation regarding the storage of data and information and is committed to protecting your personal data following the applicable legislation.

This privacy notice will inform you as to how we look after your personal data when you visit our website. This Privacy Notice also serves to inform applicants on the types of personal data we collect as part of our recruitment process, in addition to the reason for which these are collected. This Privacy Notice is updated from time to time. The last update of this Privacy Notice can be found at the bottom of this page.

For this privacy notice, the term, "Websites", shall refer collectively to <https://Copenhagen-energy.com> as well as the other websites that Copenhagen Energy A/S operates and that link to this privacy notice.

Please review and accept the Privacy Notice before submitting your application.

1. The owner and data controller of <https://Copenhagen-energy.com> as well as all related sub-domains is:

Copenhagen Energy A/S
Bag Elefanterne 1
1799 Copenhagen, Denmark

CVR 41529733

If you have questions regarding this Privacy Notice or about Copenhagen Energy A/S privacy practices, please contact us by email at legal@copenhagen-energy.com

2. Changes to privacy notice

This privacy notice may be updated from time to time to reflect changing legal, regulatory, or operational requirements. We encourage you to periodically review this page for the latest information on our privacy practices.

If there are any material changes to this privacy notice, you will be notified by our posting of a prominent notice on the Websites prior to the change becoming effective.

If you do not accept any changes made to this privacy notice, please discontinue the use of the Websites and the services.

3. Your rights

When we process your data, you have the following rights:

- You have the right of access to, rectification or erasure of your personal data.
- You also have the right to object to the processing of your personal data and to have the processing of your personal data restricted.
- In particular, you have an unconditional right to object to the processing of your personal data for use for direct marketing purposes.
- If the processing of your personal data is based on your consent, you have the right to withdraw your consent at any time. Your withdrawal of consent will not affect the lawfulness of the processing performed before withdrawal of your consent.

- You have the right to receive the personal data that you have provided yourself in a structured, commonly used and machine-readable format (data portability).
- You have the right to lodge a complaint with a supervisory authority (in Denmark: the Danish Data Protection Agency).

You can exercise your rights by contacting us. These rights may be subject to conditions or restrictions. For example, you may not have the right to data portability in the case in question. This will depend on the specific circumstances in connection with the processing activities.

4. What is a cookie policy?

A cookie is a small data file stored in your computer, tablet or smartphone. A cookie is not a program that can contain harmful malware or virus.

5. How our website uses cookies

Some cookies perform essential functions for our website. Cookies also help us get an overview of your visit to our website so we can continuously optimize and tailor the experience to your needs and interests. For example, cookies remember things like the items added to the shopping cart; whether you have visited our website before; if you are logged in; and the specific language and currency you prefer to see on the website. We also use cookies to target our ads specifically to you on other websites. In general, we use cookies as part of our service to present you with content that is as relevant to you as possible.

You can see the specific services that store cookies and why they do it, under the different categories:

- Statistical
- Marketing

6. How long are cookies stored?

The length of time a cookie is stored on your devices and browsers varies. The lifetime is calculated according to your last visit to the website. When a cookie expires, it is automatically deleted. All our cookies' lifetimes are specified in our cookie policy.

7. How to block or delete cookies

You may at any time block all or just third-party cookies completely by changing the browser settings on your computer, tablet or smartphone. The location of these settings will depend on the browser you use. However, you should be aware that if you block all or just third-party cookies, there may be functions and services that you will be unable to use on the website (because these depend on cookies).

8. How can you delete cookies?

It is easy to delete cookies that you have previously accepted. It depends on which browser (Chrome, Firefox, Safari, etc.) and device (smartphone, tablet, PC, Mac) you are using.

You can typically find this information under settings – Security and Privacy – but this may vary from one browser to another.

9. Changing your consent

You can change your consent by either deleting cookies from your browser or by changing your original choice by opening a private browser window or incognito mode and enter the website URL. Remember: If you use more than one browser, you must delete cookies in all of them.

10. Data collection for applications

The legal entity responsible for the processing of your personal data is:

Copenhagen Energy A/S
Company Registration (CVR) No: 41529733
Bag Elefanterne 1
1799 Copenhagen
Denmark
legal@copenhagen-energy.com

11. The purpose of data processing

Copenhagen Energy A/S (“Copenhagen Energy”) uses the personal data you enter in our CV database for screening your qualifications and suitability for employment in relation to vacancies within Copenhagen Energy, for giving you access to additional job opportunities, and for compiling statistics in anonymized form.

12. Description of processing activities

The personal data you enter in our CV database will be stored on a server in the European Union and will be processed in compliance with Danish and EU legislation, including the Danish Act on Processing of Personal Data and EU General Data Protection Regulation (“GDPR”), with the exception of non-EU countries in which Copenhagen Energy operates and where other legislation may be in force.

13. Personal data processed

For the aforementioned purposes, personal data processed by Copenhagen Energy may include:

- Personal and contact information, including full name, date of birth, addresses, telephone numbers, e-mail address, etc.;
- Information on educational background, including diplomas;
- Information on specific competencies, e.g. languages spoken, certifications, etc.;
- Resumé – recommendation letters, motivation letters
- Salary and pension information;
- Any assessments completed as part of the recruiting process
- Publicly available information – e.g., information available from integrity databases;
- Compliance screening obligations; and
- Further personal data for assessing the suitability of a candidate may be requested from the candidate during the recruitment process to the extent such personal data is relevant to the job or assessing such suitability.

We do not collect or process sensitive data. For this reason, any personal data you disclose in our CV database should not include:

- Information concerning any illnesses unless of relevance to the job you are applying for;
- Information about pregnancy;
- Information concerning political beliefs, religion, creed, trade union membership, health or sexual orientation
- Information that could not reasonably be construed as relevant in relation to the job application

We collect data either directly from you, your profiles on social medias such as LinkedIn or from persons you have allowed us to contact for references.

We will process your personal data based on the following legal bases:

- Article 6(1)(a) of the General Data Protection Regulation where you provide your express consent to us collecting such information such as from persons you have indicated as references, and/or to us retaining your information for an extended period if you are not offered or do not accept employment with us.
- Article 6(1)(b) of the General Data Protection Regulation, as the processing is necessary for making an offer of employment or entering into an employment contract with you; or
- Article 6(1)(f) of the General Data Protection Regulation, as the processing is necessary for us to pursue our legitimate interest in identifying the most relevant candidates to offer employment to.

14. Sharing of personal data

As part of our effort to protect your data, we will only share your personal data with the relevant managers assigned to the current job openings to which you have applied. Our subsidiaries will only have access to candidate personal data when necessary and when we are legally entitled to do so. To the extent our subsidiaries are located outside of the EU, appropriate safety measures will be put in place to ensure such data is transferred in accordance with applicable laws and regulations.

Data is shared only in connection with and in compliance with applicable laws and regulations.

We do not sell or otherwise market your personal data to third parties.

15. Your rights

- You are entitled to request access to, correction of, or deletion of your personal data.
- You are also entitled to oppose the processing of your personal data and to request restriction of the processing of your personal data.
- If the processing of your personal data is based on your consent, you are entitled to revoke such consent at any time. Revocation of your consent will not affect the lawfulness of the processing carried out prior to your revocation of consent.
- You can file a complaint with a data protection authority, for example the Danish Data Protection Agency (contact via their website Datatilsynet.dk or by calling +45 33 19 32 00).
- Such rights may be subject to conditions or restrictions such as Copenhagen Energy's obligation to retain certain information.
- You can exercise your rights by contacting us, using the contact information provided in section

16. Amendments to this Privacy Notice and Consent to Use of Data

Copenhagen Energy may, at its discretion, revise and update this Privacy Notice and Consent to Use of Data from time to time. Revised versions will be posted on our website www.copenhagen-energy.com. If we make substantive changes to the manner in which we use your personal data, we will publish a notice on our website and inform you using the contact details you have provided to us.

17. Do you have any questions?

If you have any comments or questions relating to our information and/or processing of personal data, please feel welcome to contact us.

Copenhagen Energy A/S
Bag Elefanterne 1
1799 Copenhagen, Denmark

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