

Infobric Group

Detailed information on the use of personal data for recruitment using Teamtailor

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When we handle personal data

See below for detailed information on which categories of personal data we handle, based on which lawful basis and how long we save the data for each processing.

<i>Purpose</i>	<i>Personal data</i>	<i>Lawful basis</i>	<i>Retention period</i>
<i>Manage recruitment process</i>	<ul style="list-style-type: none">• Identity data• Communication• Competence information• Contact information• Profile information	<p><i>Fulfillment of agreement.</i> The processing is necessary to take action on your request before a possible employment contract is concluded.</p> <p><i>Legitimate interest.</i> To the extent that you have not requested a specific action, the processing is necessary to meet our legitimate interest in managing the recruitment process.</p> <p>The processing of social security numbers is necessary for the current purpose, i.e. to manage the recruitment process and ensure your identity.</p>	Personal data is saved during the recruitment process for this purpose and for a period of 26 months thereafter in order to satisfy our legitimate interest in handling and responding to legal requirements.
<i>Future recruitment</i>	<ul style="list-style-type: none">• Identity data• Communication• Competence information• Contact information• Profile information	<p><i>Legitimate interest.</i> The processing is necessary to satisfy our legitimate interest in saving your data for future recruitment.</p> <p>The processing of social security numbers is necessary for the current purpose, i.e. for future recruitment and to ensure your identity.</p>	Personal data is saved for a period of 12 months after the recruitment process for the position you have applied for has been completed and for each additional twelve-month period thereafter for which you have agreed that your data is saved.
<i>Carry out reference taking</i>	<ul style="list-style-type: none">• Identity data• Contact information• Profile information	<p><i>Legitimate interest.</i> The processing is necessary to satisfy our</p>	Personal data is saved during the recruitment process for this purpose and for a period of 26

<i>Purpose</i>	<i>Personal data</i>	<i>Lawful basis</i>	<i>Retention period</i>
	<ul style="list-style-type: none"> • Communication 	legitimate interest in contacting you and collecting reviews about the candidate in connection with the recruitment process.	months thereafter in order to satisfy our legitimate interest in handling and responding to legal requirements.
<i>Genomföra kontroller och personlighets- och förmågestester</i>	<ul style="list-style-type: none"> • Identity data • Test data 	<i>Legitimate interest.</i> The processing is necessary to satisfy our legitimate interest in carrying out verifications and personality and ability tests.	Personal data is saved during the recruitment process for this purpose and for a period of 26 months thereafter in order to satisfy our legitimate interest in handling and responding to legal requirements.
<i>Evaluate and follow up the recruitment process</i>	<ul style="list-style-type: none"> • Identity data • Contact information • Profile information 	<i>Legitimate interest.</i> The processing is necessary to satisfy our legitimate interest in following up and evaluating the recruitment process.	Personal data is saved during the recruitment process and for a period of 12 months thereafter for this purpose. Reports at an overall level that do not contain personal data and statistics are saved indefinitely or until they are deleted.
<i>Ensure technical functionality and security</i>	<ul style="list-style-type: none"> • Affected categories of personal data 	<i>Legitimate interest.</i> The processing is necessary to satisfy our legitimate interest in ensuring the necessary technical functionality and security of our IT systems.	Personal data is saved for the same period as stated in relation to the respective purpose of the processing. Personal data in logs is kept for troubleshooting and incident management for a period of 13 months from the time of the log event. Personal data in backup copies is saved for a period of 13 months from the time of the backup.
<i>Manage and respond to legal requirements</i>	<ul style="list-style-type: none"> • Only those categories of personal data that are necessary to manage and respond to the legal requirement in the individual case 	<i>Legitimate interest.</i> The processing is necessary to satisfy our legitimate interest in handling and responding to legal claims.	Personal data is saved for this purpose for as long as is necessary to handle the legal requirement in the individual case.
<i>Fulfill legal obligations</i>	<ul style="list-style-type: none"> • Only those categories of personal data that are necessary to fulfill the respective legal obligation 	<i>Fulfill legal obligation.</i> The processing is necessary to fulfill legal obligations that we have.	Personal data is saved for the time necessary for us to be able to fulfill the respective legal obligation that we have.

When we share personal data

See below for more information on why and on which lawful basis we share your personal data with different recipients.

<i>Recipient</i>	<i>Purpose</i>	<i>Personal Data</i>	<i>Lawful basis</i>
<i>Unions</i>	Manage and respond to legal requirements	<ul style="list-style-type: none"> Only those categories of personal data that are necessary to manage and respond to the legal requirement in the individual case 	<i>Legitimate interest.</i> The processing is necessary to satisfy our legitimate interest in handling and responding to legal claims.
	Fulfill legal obligations	<ul style="list-style-type: none"> Only those categories of personal data that are necessary to fulfill the respective legal obligation 	<i>Fulfill legal obligation.</i> The processing is necessary to fulfill legal obligations that we have.
<i>Group companies</i>	Communication between employees and external persons	<ul style="list-style-type: none"> Identity data Contact information Communication 	<i>Legitimate interest.</i> The processing is necessary to satisfy our legitimate interest in employees and external persons communicating.

Other recipients

<i>Purpose</i>	<i>Lawful basis</i>
<i>Manage a merger or sale of the business</i> Only the personal data that is necessary is shared with the recipient for this purpose.	<i>Legitimate interest.</i> Processing is necessary in order for us to fulfil our and the buyer's legitimate interest in completing the sale or merger
<i>To manage and adhere to legal requirements</i> Only the personal data that is necessary for this purpose is shared with the recipient	<i>Legitimate interest.</i> Processing is necessary in order for us to fulfil our legitimate interest in handling and meeting legal requirements.
<i>To fulfil legal obligations</i> Only the personal data that is necessary for this purpose is shared with the recipient	<i>Fulfilling a legal obligation.</i> Processing is necessary in order for us to fulfil our legal obligations.
<i>To respond to a legal request</i> Only the personal data that is necessary for this purpose is shared with the recipient.	<i>Legitimate interest or to fulfil a legal obligation.</i> To the extent that we are obliged to respond to a legal request, personal data is processed in order to fulfil this legal obligation. Otherwise, processing is based on a balance of interests when it is necessary to fulfil our and the requester's legitimate interest in our responding to the enquiry.