

Candidate Data Privacy Policy

Garmin Nordic

Effective Date: Thursday 17 May 2018

Last updated date: 23 September 2019

This information notice concerning the processing of personal data is to inform you, as a candidate at Garmin Nordic about the processing of your personal data. The data controller is Garmin Nordic in Denmark, Finland, Norway or Sweden

Categories of Personal Data

- Full name, date of birth, country of birth, citizenship, nationality, gender, telephone number, residential address, email address
- employment history, education and training history, qualifications, certifications, professional skills, experience (including any information provided to us in your résumé, curriculum vitae, job application, or during an interview), and psychometric profiling assessments
- Psychometric profiling assessment if applicable

Legal Grounds for Processing

The legal grounds for processing personal data of candidates are legitimate interests, which include evaluating whether the candidate is qualified for the position and verifying the candidate's experience and work history

Purposes of Processing

We use personal data of candidates for the following purposes:

- Evaluating whether you are qualified and a good fit for the position you are seeking
- Background checks to and verification of references and qualifications for potential new hires, to the extent permissible under applicable law

Transfer of Personal Data to Other Garmin Companies

Garmin may transfer personal data of candidates to the following Garmin entities in the following countries

Garmin International, Inc. in Olathe, Kansas, USA under the Privacy Shield framework <https://www.privacyshield.gov> and

Garmin affiliate offices in Europe

for the following purposes:

- Recruitment and selection

Only the personal data that is necessary to accomplish these purposes will be transferred to Garmin International, Inc. and Garmin affiliate offices in Europe:

This personal data includes:

- Full name, date of birth, country of birth, citizenship, nationality, gender, telephone number, residential address, email address
- Employment history, education and training history, qualifications, certifications, professional skills, and experience (including any information provided to us in your résumé, curriculum vitae, job application, or during an interview)

Other Disclosures

We may disclose personal data about you to others: (a) if we have your valid consent to do so; (b) to comply with a valid subpoena, legal order, court order, legal process, or other legal obligation; (c) to enforce any of our terms and conditions or policies; or (d) as necessary to pursue available legal remedies or defend legal claims.

Retention of Personal Data

We will retain personal data of unsuccessful candidates for a period of 6 months after the recruitment process has ended

In the event that a candidate is unsuccessful, but Garmin feel that the candidate has the potential to be suitable for a future opportunity with the company, we will retain the candidate's personal data for a maximum of one years following consent from the candidate

In the event that a candidate rejects an offer of employment with the company, the company will retain the candidate personal data for a maximum of one years following consent from the candidate