



THORNICO

Who is the Data Controller?

Thornico A/S (VAT.: 15960205)

For any inquiries regarding how your personal data is processed, please reach out to our compliance team at gdpr@thornicoit.com.

Processing of your personal data, carrying out Employee Engagement Surveys

As a part of working at the Thornico Conglomerate, Thornico A/S wants to ensure employee engagement and motivation in order to gain valuable insights into the well-being, engagement and overall satisfaction of employees. To ensure this, we will conduct ongoing Employee Engagement Surveys. To do so, it is necessary to process your personal data. This will include the following types of personal data: e-mail, name, department, gender, age, seniority etc.

Your personal data will **only** be used to send the survey to you and provide you with information if questions arise during the survey.

Your answers will remain completely anonymous, and we will not have access to see what you have answered. The anonymous answers from the survey will be used to evaluate the overall employee engagement and motivation.

To manage the surveys, we will share your personal data with external IT suppliers (data processors). These suppliers will handle your data according to our instructions and solely for the purpose outlined above.

We process your personal data based on our legitimate interests as per GDPR article 6 (1)(f). Our interest is to send the survey to you and your colleagues.

Your personal data processed by the data processors will be deleted three years after the survey ends.

Your privacy rights

You have the right to know what data we process about you, its source, and its purpose. You can also inquire about:

- Correction of your data, if you think they are incorrect
- Erasure of your data
- Limitation of our use of your data, if you believe our processing is too excessive
- Objecting our use, of your data
- Transfer of your data to another data controller



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Your rights may be restricted to safeguard others' privacy or to comply with legal requirements for processing your data.

If you are not satisfied with how we handle your personal data, you have the right to file a complaint with the Danish Data Protection Agency. You can find the Danish Data Protection Agency's contact information at www.datatilsynet.dk