

GLIMSTEDT LAW FIRM PRIVACY POLICY**CONTENTS**

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1 INTRODUCTION

Glimstedt Law Firm cares about your privacy and makes sure that your personal information is processed in a safe, correct and legal manner. Glimstedt has adopted this Privacy Policy to inform you about how we and our partners as individual law firms process your personal information. The policy thus covers all law firms operating under the Glimstedt name that from time to time are partners in the law firm Glimstedt Sverige HB. Should you in any way submit personal information to us at Glimstedt, we encourage you to read this Privacy Policy first.

2 CONTACT DETAILS

Each law firm operating under the Glimstedt name is responsible for the processing of personal data within the framework of its operations. Further information on controllership of personal data in connection with the respective personal data processing can be found in section 3. The respective personal data controller is responsible for ensuring that the personal data processing is carried out in accordance with current data protection rules, including the Data Protection Regulation¹.

Area	Companynamn	Org. nr	Contact information
Falun/Ludvika	Advokatfirman Glimstedt Dalarna AB	556636-1928	falun@glimstedt.se
Helsingborg	Advokatfirman Glimstedt Helsingborg HB	969654-7638	monica.ounpuu@glimstedt.se
Jönköping	Advokatfirman Glimstedt Jönköping AB	556835-5860	jonkoping@glimstedt.se
Kalmar	Advokatfirman Glimstedt Kalmar HB	969611-6368	kalmar@glimstedt.se
Linköping	Advokatfirman Glimstedt Östergötland	916413-0214	linkoping@glimstedt.se
Norrköping	Advokatfirman Glimstedt Östergötland	916413-0214	norrkoping@glimstedt.se

¹ Regulation (EU) 2016/679 dated 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and the repealing of directive 95/46/EC (General Data Protection Regulation).

Stockholm	Advokatfirman Glimstedt Stockholm AB	556720-2162	stockholm@glimstedt.se
Växjö	Advokatfirman Glimstedt Växjö AB	556837-4515	vaxjo@glimstedt.se
Örebro	Advokatfirman Glimstedt Örebro HB	916577-7997	orebro@glimstedt.se

3 HOW YOUR PERSONAL DATA IS PROCESSED

3.1 Fulfilment of client assignments

Who is responsible for your personal data?

The local law firm carrying out the assignment is responsible for your personal data. See company information and contact details for each law firm in point 2 above. The law firms are jointly responsible for personal data in the register kept for the purpose of checking and excluding bias (conflicts of interest) - you can contact your local office if you have any questions regarding this register.

Whose personal data do we process?

Clients: Natural person who is our client or who represents/is employed by our client. This includes partners and beneficial owners.

Counterparties: Natural person who is a counterparty or who represents/is employed by a counterparty. This includes partners and beneficial owners.

Other natural persons who have a connection to an assignment handled by Glimstedt, for example representatives of or employees of a partner, or a group company of the client or the counterparty. This can also be employees of companies that are to be sold or acquired, guarantors, experts, witnesses, employees of authorities, courts, banks, and auditors.

Which of your personal data do we process?

As a starting point, we save all the information that we receive within the scope of the assignment. We usually receive the information directly from you as a data subject or the client. We may also supplement and check the information against sources such as the civil status register, credit information companies and the companies register.

Clients

If the client is a natural person, we normally process the name, social security number, address and contact details, information relating to a contract, financial situation (assets, income, expenses, liabilities), sex, nationality, civil status, information in communication (verbal, e-mail, letter), bank details and account details, transactions, type of case (jurisdiction), and all information relevant to the case/assignment in question, i.e. the course of events.

If the client is a legal person, the following data are usually processed regarding the client's employees/representatives: name, role/title, employer/client, contact details, information in communication (verbal, e-mail, letter), all information relevant to the case/assignment in question.

In some cases, information is also collected if the person is someone in a politically exposed position or is closely associated with such a person.

Counterparties

If the counterparty is a natural person, the same categories of data are usually processed as for a client who is a natural person, see above.

If the counterparty is a legal person, the same categories of information are usually processed as for a client who is a legal person, see above.

Other natural persons

Which categories of data are processed depends on the connection to the client case, e.g. name, role/title, employer/client, contact details, information in communication (verbal, e-mail, letter). If you are employed by a company that is to be sold or acquired, social security number, information about the employment contract, including income, benefits and other remuneration will also be processed.

Why and on what legal basis do we process your personal data?

We process personal data for the main purpose of providing and conducting legal activities, carrying out client assignments in accordance with the client's instructions and with the laws and guidelines to which we as a law firm are subject. Your personal data will only be used to the extent necessary in each individual case to achieve this purpose.

Receiving, administering and performing the client assignment

- Receive and administer assignment requests,
- Confirm the identity of the client and the counterparty,
- Check that there is no conflict of interest before we accept assignments (bias review),

- Carry out the assignment according to the client's instructions and act as legal representative for the client,
- Communicate with the client, administer meetings, and
- Manage and administer the assignment and the client relationship, including presenting results of the work, invoicing and handling payments/transactions.

The processing is carried out on the basis of our legitimate interest (Article 6.1.f of the Data Protection Regulation) to fulfil contractual obligations towards our client and to carry out the assignment according to the client's instructions. If our client is a natural person, his/her personal data will instead be processed on the basis of fulfilment of the agreement (Article 6.1.b of the Data Protection Regulation). Processing is also carried out on the basis of our legitimate interest (Article 6.1.f of the Data Protection Regulation) to fulfil obligations that we are subject to in accordance with the Swedish Bar Association's regulations.

Fulfilling obligations that we are subject to

- In some cases, in accordance with the applicable money laundering regulations, we take measures to prevent, detect, investigate or report money laundering or terrorist financing.
- For accounting purposes, such as preparing and maintaining accounting records in accordance with the Accounting Law.

The processing is necessary in order to fulfil legal obligations that we are subject to (Article 6.1.c of the Data Protection Regulation).

Handling and defending legal claims, as well as safeguarding our rights provided by law or agreement

Where applicable, your personal data will be processed in order that we can

- investigate and respond to a legal claim against Glimstedt, for example within the scope of a dispute with you or a third party.
- enforce and safeguard our legal and contractual rights, for example in connection with the recovery of claims.
- investigate and ensure that we comply with obligations that we are subject to according to e.g. money laundering and data protection legislation, and the Bar Association's ethical regulations, etc. and defend ourselves against legal claims in this regard.

The processing is performed on the basis of our legitimate interest (Article 6.1.f of the Data Protection Regulation) to handle and defend legal claims, as well as to safeguard our rights provided by law or agreement.

Evaluating our business activities and following up on the client relationship

Personal data is also processed to compile collected statistics on, for example, client type, sales, and to carry out surveys in order to analyse and evaluate the business activities. In the statistics and reports that are created, personal data is used in aggregate form, and does not identify you as a person.

The processing is carried out on the basis of our legitimate interest (Article 6.1.f of the Data Protection Regulation) to evaluate, improve and develop our business.

How long do we store your personal data?

According to the Swedish Bar Association's rules, we are obliged to retain information relevant to an assignment for ten (10) years after the case is closed, or for a longer period if necessary. If a situation arises where we need to assert, defend or respond to a legal claim, the personal data may be used for this purpose during the aforementioned period.

Personal data processed for accounting purposes is stored for seven (7) years. According to current money laundering legislation, we store personal data for five (5) and up to ten (10) years.

Who has access to the data?

Your personal data may be disclosed to and processed by a third party. This may be our employees or a group company (the companies are listed above in point 2), service providers such as IT system providers, server and hosting partners, software and support, other legal advisors, auditors, consultants, authorities, and counterparties, etc. Examples of situations where your personal data may be transferred to a third party are when such a measure is required due to law, dispute, request from an authority or decision, at your request or the client's own request, or when this is required in order to serve an interest that we consider legitimate.

3.2 Receivership

Who is responsible for your personal data?

The law firm's normal operations

The local law firm is responsible for your personal data that the bankruptcy administrator processes in its role as administrator, i.e. within the framework of Glimstedt's normal law practice.

The bankruptcy estate's operations

The bankruptcy estate is responsible for your personal data that the bankruptcy administrator processes within the framework of the bankruptcy estate's activities and in its capacity as its representative.

Whose personal data do we process?

We process personal data about the following categories of people:

Representatives, i.e. the natural persons who are representatives of legal persons who have gone bankrupt.

Physical bankruptcy debtors, i.e. natural persons who have gone bankrupt.

Creditors, i.e. natural persons who are representatives of creditors or natural persons who are creditors.

Debtors, i.e. natural persons who are representatives of debtors or natural persons who are debtors and who have debts to the bankruptcy debtor.

Shareholders and partnership owners, i.e. the natural persons who own shares in the bankrupt company or natural persons who are representatives of shareholders.

Employees, i.e. natural persons employed by the bankruptcy debtor.

Guarantors, i.e. natural persons who provide a guarantee.

Customers, i.e. natural persons who are customers or who are representatives of the customers of the bankruptcy debtor or the bankruptcy estate.

Suppliers, i.e. natural persons who are representatives of the bankruptcy debtor's or the bankruptcy estate's suppliers of various services.

Auditors or accounting consultants.

The government, i.e. natural persons who are representatives of the government, for example contact persons at the Swedish Enforcement Authority, the Swedish Tax Agency or the supervisory authority.

Bank, i.e. natural persons representing banks.

Third party, i.e. natural persons who own property in the bankruptcy debtor's possession (not third party property), and

Family members, i.e. natural persons who may be, for example, parents, siblings, etc. to any party.

Which of your personal data do we process?

We may process the following personal data about you: name, social security number, contact information, land register number, vehicle registration number, IP number, bank details, salary information, union membership, health data, and other information relevant to the matter that appears in the individual case.

Why and on what legal basis do we process your personal data?

In order to be able to conclude, handle and perform agreements with you as a creditor, debtor, supplier, customer, auditor or accounting consultant, employee or bank, we collect and process personal data regarding you. The legal basis for our processing of your personal data is that it is necessary in order to fulfil an agreement with you or to take measures before such an agreement is concluded.

In the event that you are a representative or contact person for any of the above-mentioned categories of registered persons, the legal basis for our processing of your personal data is a weighing up of interests, i.e. that the processing is necessary for a purpose that relates to our legitimate interest in maintaining and fulfilling commitments in contractual relations. If you do not provide the personal data that we request, we will not be able to fulfil commitments to you or the organization you represent.

Some personal data may also be processed because we have a legal obligation to fulfil, for example personal data resulting from the bankruptcy estate's accounting obligation, obligation to create a bankruptcy estate register, or other obligations that we are subject to by law.

In order to perform the duty as bankruptcy administrator to ensure that the bankruptcy estate is managed correctly and in accordance with the assignment given to the bankruptcy administrator, personal data may be collected and processed if the processing is necessary in order to perform a task of public interest. For example, it is the responsibility of the bankruptcy administrator, as a representative of the bankruptcy estate, to ensure that creditors of the bankruptcy debtor are not disadvantaged and that the distribution of any assets is performed correctly.

Glimstedt also collects and processes personal data regarding you for the purpose of performing the assignment given to a bankruptcy administrator at Glimstedt. The processing is necessary in order to perform a task of public interest or as a part of the exercise of authority that the handling of bankruptcy cases may involve, for

example wage payment guarantee decisions regarding employees of the bankruptcy debtor.

How long do we store your personal data?

We never store personal data longer than necessary with regard to the purposes of the processing. We therefore regularly sort through stored personal data and delete the data that is no longer needed.

We may need to store personal data for a longer period, among other things to administer any guarantees, limitation periods, to comply with legal requirements, administrative decisions and handle legal claims that may be directed against Glimstedt, the bankruptcy debtor and the bankruptcy estate. We may store personal data for up to 10 years in accordance with the Swedish Bar Association's guidelines.

Who has access to your personal data?

Your personal data may be disclosed to and processed by a third party. This may be a group company, service provider, other legal advisor, auditor, consultant, authority, etc. Examples of situations where your personal data may be transferred to a third party are when such a measure is required due to law, dispute, request from an authority or decision, upon request, or when this is required in order to serve an interest that we consider legitimate.

3.3 Suppliers and partners

Who is responsible for your personal data?

The local law firm with which the supplier has entered into an agreement. See company and contact information for each law firm in point 2 above.

Whose personal data do we process?

Natural person who represents or is employed by a supplier or partner of Glimstedt.

Which of your personal data do we process?

We usually process name, role/title, employer/client, contact details, information in communication (verbal, e-mail, letter) and in agreements.

Why and on what legal basis do we process your personal data?

In connection with the contractual relationship between Glimstedt and your employer/client, we will process your personal data. This is necessary in order to administer the contractual relationship and perform in accordance with it. It is also

necessary in order for Glimstedt to use the services or goods purchased in the intended manner. For example, for the purpose of receiving deliveries of the products, using customer support, and handling invoicing. The processing is carried out on the basis of our legitimate interest (Article 6.1.f of the Data Protection Regulation) to be able to administer the agreement, the contractual relationship, fulfil our contractual obligations and safeguard our contractual rights.

Where applicable, your personal data may be present on such documentation that we need to store for accounting purposes. The processing is then carried out on the basis that it is necessary in order to fulfil a legal obligation (Article 6.1.c of the Data Protection Regulation) that we are subject to.

Where applicable, your personal data may need to be processed in order for us to assert, investigate, respond to or defend ourselves against a legal claim. For example, in the context of a dispute with your employer. The processing is carried out on the basis of our legitimate interest (Article 6.1.f of the Data Protection Regulation) to handle and defend legal claims, as well as to safeguard our rights provided by law or agreement.

How long do we store your personal data?

The personal data is stored as long as the contractual relationship between Glimstedt and your employer/client lasts and for a period of three years thereafter.

Who has access to your personal data?

We may disclose the information to the companies within Glimstedt that use the services or products. The information may also be shared with our other suppliers if it is necessary to achieve certain purposes, for example suppliers of systems, software and cloud services, as well as banking and auditors. If necessary, the information may be disclosed to authorities and debt collection companies.

3.4 Website and digital channels

Who is responsible for your personal data?

Glimstedt Sverige HB is responsible for the personal data processing that is performed when you visit our website and our social media pages.

Whose personal data do we process?

Visitors of Glimstedt's website "www.glimstedt.se", and our social media pages.

Which of your personal data do we process?

Electronic identification data, but also the information that you actively provide such as name and e-mail. The collection takes place in connection with your visit to the website. In some cases, we can identify who you are by combining the information we collect with your e-mail address. Your own browser and device settings influence what information we may collect from your visit. Also read our [Cookie Policy](#).

Why and on what legal basis do we process your personal data?

Glimstedt's website and social digital channels are communication channels through which we can provide information about our business, our lawyers, events and seminars that we will arrange or participate in. The channels also make it possible for interested parties to contact us, sign up for newsletters and events/seminars.

Your personal data is processed in order to enable the use of the communication channels as intended, to analyze and measure the interest in our business, to analyze, measure and follow up the use of the channels, and to create statistics. The processing is carried out on the basis of our legitimate interests (Article 6.1.f of the Data Protection Regulation) to provide you with a good user experience, conduct and develop our business and handle operational disruptions and prevent unlawful use of the channels.

How long do we store your personal data?

See our [Cookie Policy](#).

Who has access to your personal data?

To achieve the above purpose, we use analytical tools, which means that we let the tools retrieve information about your visit to the website.

We also use social plugins on the website. This means that we have integrated content from a social network onto our website, which can in some cases relate your use of and visit to our website to your account in the network (provided you have an account). Content from the social network can be displayed on our website and it is possible for you to share content from our website on the social network. For information on the social network's personal data processing, visit their websites [Facebook](#) and [LinkedIn](#).

3.5 Events, seminars and other contacts

Who is responsible for your personal data?

The local law firm you have contact with. See company and contact details for each law firm in point 2 above.

Whose personal data do we process?

The natural persons who register for and participate in events that Glimstedt arranges or participates in. Natural persons who in some other way come into contact with one of the law firms, for example at conventions, through participation in investigations, via communication channels and via e-mail.

Which of your personal data do we process?

Name, role/title, employer/client, contact details, food preferences, information in communication (letter, e-mail, verbal), image and sound recording, history log regarding the event/seminar, and how you registered. We also process history logs about which mailings we sent you if you responded to the evaluation (not the answers you have given).

Why and on what legal basis do we process your personal data?

Events and seminars

If you register for an event or seminar organized by Glimstedt, we will process your personal data in order to administer and implement your participation and the event, as well as evaluate and follow up on how it went. This includes drawing up lists of participants, sending out information regarding the event, ordering food, and conducting surveys. During the event, we may document via images and video for the purpose of providing information about our business operations via our communication channels. The processing is carried out on the basis of our legitimate interests (Article 6.1.f of the Data Protection Regulation) to market and provide information about our business operations, to develop and improve business activities and to maintain the business relationship we have with you.

Communication in connection with enquiries

If you contact us through our digital communication channels, letters or e-mails, we must collect and store personal data. The purpose of the processing is to handle and answer enquiries related to our business operations. The processing is carried out on the basis of our legitimate interest (Article 6.1.f of the Data Protection Regulation) in answering incoming questions and conducting our business. Certain enquiries may also be processed for our legitimate interest in following and demonstrating that we comply with the laws and regulations to which we are subject, such as issues relating to the exercise of registered rights under data protection law.

How long do we store your personal data?

The data will be saved for one year from your most recent participation. Food preferences are deleted immediately after the event. Images and videos that you appear in are deleted after a maximum of three years (note that if the material has been published in digital channels, we no longer have control over the deletion). If you have given consent to the processing, the period of time you have agreed to applies instead, or until you withdraw your consent.

Communication in connection with enquiries is normally deleted six (6) months after the question has been answered. If we consider the communication necessary in order to defend legal claims, to demonstrate that we have complied with a legal obligation, or to protect our legal rights, the storage period will be extended to the time required, but to a maximum of ten (10) years.

Who has access to your personal data?

Your personal data may be disclosed to and processed by a third party. This may be employees and consultants to us or a group company (the companies are listed above in point 2), service providers such as suppliers of IT systems, server and hosting partners, software and support.

3.6 Marketing and information about our business operations

Who is responsible for your personal data?

The local law firm that carries out the marketing activities. If the marketing is via digital channels, Glimstedt Sverige HB is responsible for the processing. See company and contact information for each law firm in point 2 above.

Whose personal data do we process?

Natural persons with whom we have or have had a business relationship, such as representatives or employees of existing, former or potential clients, participants at events or seminars, or whose details we have received at conventions, and those who have signed up to our newsletter.

Which of your personal data do we process?

Name, contact details, client type, role/title, employer/client, in some cases history logs about which mailings we sent you and information about how you have navigated/read the received information will be processed (via cookies).

Why and on what legal basis do we process your personal data?

Your personal data is processed for the purpose of direct marketing to inform you, in your professional role, about our business operations, such as which services we

offer, our lawyers' experience, and to provide other information about the activities we organize or participate in. This includes, for example, sending out information such as newsletters and invitations via digital channels and e-mail, as well as analyzing, measuring and following up a marketing activity. The processing is carried out on the basis of our legitimate interests (Article 6.1.f of the Data Protection Regulation) in marketing and providing information about our business operations, developing and improving business activities and maintaining the business relationship we have with you. In some cases, consent is obtained for the above purposes and the use of electronic marketing.

How long do we store your personal data?

For the above purposes, your personal data is processed for one year from i). the time when the business relationship or client relationship between your employer and the law firm ends, or ii). your most recent participation in a seminar or event. If you have given consent to the processing, the period of time you have agreed to applies instead, or until you withdraw your consent. You always have the right to refuse further direct marketing; you can do this by following the instructions on unsubscribing in the message or contacting the law firm that has sent the mailings.

Who has access to your personal data?

Your personal data may be disclosed to and processed by a third party. This may be employees and consultants to us or a group company (the companies are listed above in point 2), service providers such as suppliers of IT systems, server and hosting partners, software, support and analytical tools.

3.7 Recruitment

Who is responsible for your personal data?

The local law firm you are applying for a job with. See company and contact details for each law firm in point 2 above.

Whose personal data do we process?

Natural person applying for a job or internship with one of the law firms.

Which of your personal data do we process?

The information you provide to us in connection with the application, usually: name, social security number, address and contact details, image, education, professional experience, grades, other skills and qualities and something about yourself, all information in communication such as e-mail and dialogue in our recruitment system. If you apply using your Facebook or LinkedIn account, we also

collect your profile picture, e-mail address and a summary of your registered information in the account. We also keep internal notes in connection with interviews and make a judgment in relation to the position applied for. We may process information about health and ethnicity if you provide such information yourself. We do not use processes that involve automatic decision-making.

If you submit your application via our external recruitment system, we also collect electronic identification data such as IP address, data created by cookies e.g. time of your visits, navigations on the website, choices/actions you make and information about the source (website history), and type of device you use. This may be combined with information in your registered profile.

Why and on what legal basis do we process your personal data?

Your personal data needs to be processed in order for us to be able to recruit employees to the business. Within the scope of the recruitment process, your information is processed for the following purposes:

- Managing the recruitment process, including administering application documents and booking interviews,
- Evaluating and assessing the candidate in relation to the position in question,
- Communicating with the candidate and providing information about employment,
- If you have submitted a spontaneous application (i.e. not to a specific position), your application will be saved to provide information and consider your application the next time we are hiring.

We have assessed that it is in the interests of both Glimstedt and the jobseeker that the personal data is processed for recruitment purposes. The processing is carried out on the basis of our legitimate interest (Article 6.1.f of the Data Protection Regulation) to recruit employees and to simplify/increase the efficiency of the recruitment process.

If you submit the application via our digital recruitment platform, we may also obtain your consent to process your data in order to create a candidate bank through which we can inform you about vacancies with us on an ongoing basis. We save information from previous recruitment processes that you have been involved in. The processing is carried out on the basis of your consent (Article 6.1.a of the Data Protection Regulation).

If our digital platform is used, electronic identification data is also processed for analysis and statistical purposes by linking analytical tools from Google to the

platform. The purpose is to understand how candidates find Glimstedt, and to analyze, measure and follow up a job advertisement. The processing is carried out on the basis of our legitimate interest (Article 6.1.f of the Data Protection Regulation) to develop and improve our recruitment. The processing takes place at an aggregate level but can in some cases identify a candidate.

We also process your personal data for the purpose of defending and responding to a legal claim, but also to safeguard our legal rights, for example in the context of a discrimination case, or an employment law case such as in a case of pre-emption rights or re-employment. The information is stored for two years for this purpose.

How long do we store your personal data?

Your personal data is stored for six (6) months from the most recent job you applied for. Your data is thus stored until the job you applied for has become a permanent employment position. If you have given your consent to the processing, the data is instead stored for two (2) years from when you last gave your consent.

Who has access to your personal data?

Your data is processed by staff at the law firm where you are applying for a position. We may share your data with

- the suppliers and subcontractors who help us achieve our aims. We work with the following categories of providers: Teamtailor, which provides the recruitment platform, companies that provide server and data storage, e-mail and communication modules, video processing, analytical tools and other IT services or software, and
- authorities and courts, as well as legal advisers if this is necessary in order to defend or safeguard a legal claim or if we are legally obliged to do this.

We only share your data with parties we trust and if we have entered into the necessary data transfer agreements or processor agreements. In some cases, personal data may be disclosed to a party outside the EU or the EEA. Glimstedt only shares personal data with companies in third countries that have an adequate level of protection or companies that are considered to have achieved an adequate level of protection through approved methods

Aggregated data (non-identifiable personal data)

We may share aggregated data with third parties. In such cases, the aggregated data has been compiled from information collected via the service and may, for example, include statistics on Internet traffic or the geographical location where the

service is used. The aggregated data does not contain any information that can be used to identify natural persons and is therefore not considered personal data.

4 WHERE DO WE STORE YOUR PERSONAL DATA?

As a general rule, your personal data is only processed within the EU or the EEA. In some cases, personal data may be disclosed to a party outside the EU or the EEA. Glimstedt only shares personal data with companies in third countries that have an adequate level of protection or companies that are considered to have achieved an adequate level of protection through approved methods

5 WHAT RIGHTS DO YOU HAVE AS A REGISTRANT?

Right to access

You have the right to request access to the personal data that we process, as well as to receive information about the purposes of the processing and about who has received the personal data, among other things. As the personal data controller, Glimstedt will provide you with a free copy of the personal data that is processed.

Right to correction

You have the right to have your personal data corrected without undue delay or, under certain conditions, to have it restricted. If you believe that Glimstedt has processed personal data about you that is incorrect or incomplete, you can demand that these be corrected or supplemented.

Right to deletion

You also have the right to have your data deleted, for example if it is no longer necessary for the purpose or if the processing of it is based on consent and this has been withdrawn. However, there may be legal requirements, contractual relationships or compelling legitimate interests that prevent us from deleting your personal data.

Right to objection

As a registrant, you have the right to object to the processing of your personal data at any time if the legal basis for the processing is a weighing up of interests. As a registrant, you also have the right to object to the processing of your personal data at any time if these are processed for direct marketing.

Right to data portability

As a registrant, you have the right to obtain the personal data that you have provided to Glimstedt as the personal data controller, and have the right to transfer this data to another personal data controller (data portability). However, this applies only if this is technically possible and if the processing was necessary for the fulfilment of an agreement or consent.

Right to make a complaint

If you are dissatisfied with how we process your personal data, we request that you contact us; see our contact details in section 2. You also have the right to submit a complaint about our personal data processing to: IMY, Integritetsskyddsmyndigheten, Box 8114, 104 20 Stockholm, Sweden, or e-mail: imy@imy.se.

Glimstedt does not process personal data that involves automatic decision-making, including profiling.

6 USE OF E-MAIL

Please note that e-mail without encryption may involve security and confidentiality risks. An e-mail can be compared to a postcard. Therefore, we ask that you do not provide any information that you do not want a third party to see. Never provide any sensitive information or information that may be used for undesirable purposes by a third party via e-mail that is not encrypted.

Glimstedt always has standard encryption activated for e-mail communication, but this is not always sufficient. If we deem that the specific information cannot be sent with standard encryption and e-mail, we will, if possible, add additional encryption, or use another method of communication. The same applies if you object to the use of e-mail communication.

7 CHANGE OF THE POLICY

Glimstedt reserves the right to change and update this policy. In the event of material changes to the policy or if existing information is to be processed in a manner other than that specified, you will be informed in an appropriate manner.