

Nordic Interim Executive Solutions Finland Oy Ab's personal integrity protection policy

Nordic Interim Executive Solutions Finland Oy Ab 2547839-3 ("NIF"; "Nordic Interim") deeply cares about privacy and consequently is committed to keeping your personal data secure and at all times manage it in accordance with applicable privacy and data protection laws and regulations. Through this personal integrity protection policy NIF wants to inform you about how we process personal data within our professional service to deliver interim executive solutions quickly, securely and often confidentially.

The type of personal data that NIF gathers and processes

NIF gathers and processes personal data that are provided to NIF in your professional contact with us as you up-load your CV to our candidate portal incl. e-mail or if you choose to subscribe to our Newsletter, follow us on LinkedIn or register for one of our events and other meetings or for other professional purposes. Personal data is also gathered from other sources such as LinkedIn and other third-party databases. Personal data include name, contact details as well as education, career history, professional qualifications, references and referees amongst other things.

How NIF uses personal data

Personal data are processed by NIF in order to provide and develop our professional service business. Specifically, NIF strives to attract attention to our service offering and generate interest among potential clients and subsequently engage in a direct dialogue with the interested company or organization representatives, match the clients ideal candidate profile for a given assignment with the right "best" (suitable and interested) available interim manager professional ("IM") candidate, ensure that the agreed assignment will be successfully undertaken and goals achieved, accept inquiries from IM's that want to be part of NIF candidate network and assess if there is a mutual interest to cooperate and what that might entail, develop the IM candidate network to meet a critical skill requirement according to NIF strategic direction and/or current client needs, maintain good relations with our IM's and support them in their development, manage contracts and maintain ongoing contacts with NIF clients, suppliers and cooperation partners.

In addition, NIF might use personal data within our operational framework to identify and undertake corrective action concerning external complaints and non-conforming services.

NIF has a strong interest in maintaining professional and business contacts with both other companies and organizations as well as with the IM community. NIF is only processing your professional personal data as representative or contact-person for such companies and organizations or as an independent consultant.

For the purposes stated above, NIF can transfer personal data to relevant authorities, to other companies closely affiliated to NIF, to companies and organizations that have retained NIF to provide it services and companies that provide services to and cooperates with NIF for example within Globalise.

If NIF has a service supplier or business partner in a country outside the EU/EES area can your personal data be transferred to a country that does not have the corresponding level of personal data protection e.g. to Patina Solutions in the USA. In such situations, NIF will take the required steps to protect your personal data in connection with such a data transfer including, as applicable, standard data protection clauses adopted or approved by the European Commission together with binding and enforceable commitments. At all times you can ask for more information about such a transfer and request a copy of the Standard Clause agreement that NIF uses.

NIF is saving personal data during the time-period an existing or potential professional relation with the company, organization or independent consultant you represent exists or as long it otherwise is necessary to fulfill the purpose of the processing or as long an obligation to save the information according to law, regulation and decisions by authorities is in effect.

Questions about processing your personal data

You are not obliged to provide any personal data to us but note that this may mean that we will not be able to consider you in respect of any of our interim assignments.

You have the right to request information about which personal data NIF is processing and how they are used. You can request that personal data is corrected if they are erroneous.

According to applicable law you also have the right to request that your personal data is deleted or the processing reduced. Furthermore, you have the right to object to processing of your personal data and to have your data transferred in electronic form.