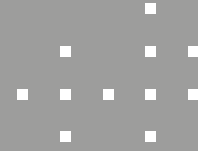


2021

Our data processing activities



Introduction

We are under an obligation to protect the confidentiality, integrity and accessibility of our customers', suppliers', partners' and employees' data, including personal data. Protecting personal data is essential to us, and we are continuously working on ensuring compliance with applicable data protection legislation, including the General Data Protection Regulation (GDPR).

Data controller

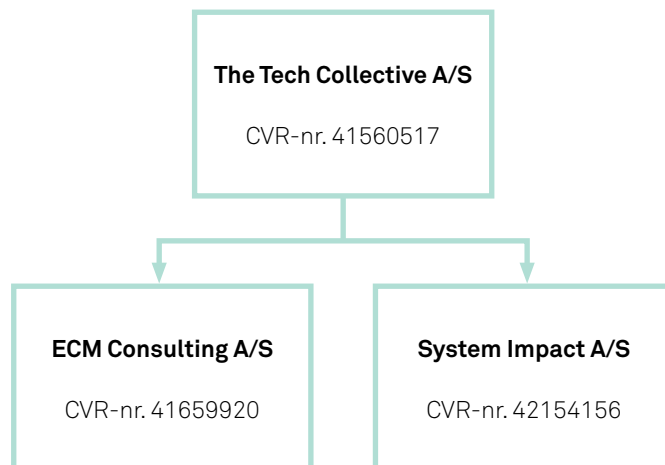
When The Tech Collective processes personal data in connection with the provision of consultancy services and digital solutions, we consider ourselves a data processor, as we process personal data on behalf of our customers and in accordance with customer instructions. The customer and The Tech Collective enter into a data processing agreement containing instructions, terms and conditions for The Tech Collective's processing of personal data.

This data protection policy contains information on The Tech Collective's processing of personal data when we are the data controller. More information on this may be found below.

Our processing activities

The data controller for The Tech Collective's processing activities is the company within The Tech Collective group companies which determines the purposes and means of the processing of personal data.

The company details for each of the Tech Collective group companies may be found below:





You can read more on the categories of personal data that we process, for which purposes, and on which legal grounds in the table below:

Data controller	The company which has entered into a contract or an engagement letter with the client.
Purpose	Management of customer relations, including financial and contract administration.
Data subject(s)	Clients and customers, including their employees.
Category of personal data	Non-sensitive personal data, i.e. name, position, contact details.
Legal basis	Processing of personal data is necessary for the performance of contracts with the customer, cf. GDPR, Article 6(1)(b). Processing is also necessary in order for The Tech Collective to pursue its legitimate interests in being able to manage contracts, invoice and evaluate the customer relationship, manage and maintain IT systems, administer and manage our website, systems and applications, statistics and business development, cf. GDPR, Article 6(1)(f).
Source	The data subjects.
Retention period	Five years after the latest project for the customer has been completed.
Disclosure to third parties	Personal data may be disclosed to other companies in accordance with the terms laid down in The Tech Collective's intragroup data processing agreement. Personal data may also be disclosed to subcontractors who are directly involved in the project for the customer.

Our data processing activities



Data controller	The company which has entered into a contract or an engagement letter with the client.
Purpose	Marketing activities, including customer relation management (CRM) system.
Data subject(s)	Customers and potential customers, including their employees.
Category of personal data	Non-sensitive personal data, i.e. name, position, contact details.
Legal basis	Processing is necessary in order for The Tech Collective to pursue its legitimate interests in being able to manage and strengthen customer relations, developing our business and services (e.g. identifying customer needs and improvements in service delivery) cf. GDPR, Article 6(1)(f).
Source	Customers, including customers' employees and public sources such as cvr.dk, biq.dk, greens.dk, linkedIn.com.
Retention period	As long as data are relevant to The Tech Collective from a commercial perspective or until the data subject requests a deletion of the data.
Disclosure to third parties	Personal data may be disclosed to other companies in accordance with the terms laid down in The Tech Collective's intragroup data processing agreement.

Our data processing activities

Data controller	The company which has entered into a contract or an engagement letter with the client.
Purpose	Management of The Tech Collective's whistleblower system.
Data subject(s)	<ul style="list-style-type: none"> • Customers • Customers' employees, • The Tech Collective's partners or employees, • Business partners <p>Business partners' employees.</p>
Category of personal data	Name, contact details, personal data contained in the report regardless of whether it is an internal or external reporting channel.
Legal basis	Processing is necessary in order for The Tech Collective to pursue its legitimate interests in being able to investigate and handle irregularities, improper behaviour, criminal offences etc., cf. GDPR, Article 6(1)(f).
Source	<p>Persons reporting incidents through the whistleblower system.</p> <p>Internal and external persons who have information on the reported incident.</p>
Retention period	<p>Reports beyond the scope of the whistleblower system will be erased as soon as the investigation has been completed.</p> <p>Reports giving rise to action will be erased five years after the matter has been finally resolved.</p>
Disclosure to third parties	<p>The Tech Collective may disclose personal data to external legal counsel. In case of criminal offences, personal data may be disclosed to the police.</p> <p>The Tech Collective will disclose to public authorities where we are under a legal obligation to do so.</p> <p>Personal data may be disclosed to other companies in accordance with the terms laid down in The Tech Collective's intragroup data processing agreement.</p>

Data controller	The company which has entered into a contract with the supplier or business partner.
Purpose	Management of suppliers and business partners.
Data subject(s)	Suppliers and business partners, including their employees.
Category of personal data	Non-sensitive personal data, i.e. name, position, contact details.
Legal basis	Processing of personal data is necessary for the performance of contracts with the supplier or business partner, cf. GDPR, Article 6(1)(b). Processing is also necessary in order for The Tech Collective to pursue its legitimate interests in being able to evaluate the business relationship, cf. GDPR, Article 6(1)(f).
Source	The data subjects.
Retention period	As long as data are relevant to The Tech Collective from a commercial perspective or until the data subject requests deletion of the data.
Disclosure to third parties	The Tech Collective does not disclose any personal data to third parties unless we are under a legal obligation to do so.

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Contact

If you have any questions or need further information about our processing of your personal data or this data protection policy, please do not hesitate to contact us:

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