

## Blastr Green Steel Privacy Notice

Updated in September 2023

### Introduction

At Blastr Green Steel AS, Blastr Green Steel AB and Blastr Green Steel Oy (Blastr), we are committed to protecting the privacy and security of your personal data. This Privacy Notice describes how we collect and process your personal data in relation to our website's use of cookies, the sending of newsletters, company updates, press releases, invitations to events, and the job application process. It also explains your rights under the General Data Protection Regulation (GDPR).

Blastr website can contain links to websites of third parties that are subject to their own privacy statements. Blastr is not responsible for the privacy statements of these third parties.

### Categories of Personal Data We Collect

Communications and marketing:

We may collect and process the following categories of personal data as part of our communications and marketing activities for communicating with you:

- Contact information (name, title, organization name, phone number, email)

Job application processes:

We may collect and process the following categories of personal data as part of the job application process:

- Contact information (name, address, phone number, email)
- Professional information (resume/CV, cover letter, employment history, qualifications)
- Identification information (date of birth)

### Purposes and Legal Basis for Processing

We process your personal data for the following purposes and legal bases:

- *Job Application Evaluation:* We process your personal data to evaluate your suitability for the job role you have applied for. This processing is necessary for the performance of a contract to which you are a party (pre-contractual measures).
- *Communication on the job application process:* We use your contact details to communicate with you about your application status and any further steps in the recruitment process. This processing is based on our legitimate interest to manage our recruitment process effectively.
- *Equal Opportunities Monitoring:* We may collect diversity-related information for the purpose of equal opportunities monitoring. Providing this information is optional, and it will not affect your application. This processing is based on your explicit consent.
- *Newsletter Subscription, general communications, and marketing:* With your consent, we may use the email address you provided to send you newsletters or emails containing company updates, industry news, other relevant information, and invitations to events. You can withdraw your consent

and unsubscribe from these newsletters or emails at any time by using the unsubscribe link in the newsletter or by contacting us at [post@blastr.no](mailto:post@blastr.no).

### **Data Sharing**

Your personal data may be shared with:

- Internal departments involved in the recruitment process.
- Third-party service providers assisting in the recruitment process (e.g., recruitment agencies, background check providers).

We do not sell or share your personal data with third parties for marketing purposes.

### **Data Retention**

Your personal data will be retained for as long as necessary to fulfill the purposes outlined in this Privacy Notice and as required by applicable law.

If your job application is successful, relevant data will be transferred to your personnel file.

### **Use of Our Website and Cookies**

When you visit our website, we may collect certain information automatically through the use of cookies and similar technologies. This information may include your IP address, browser type, operating system, and browsing behavior. Cookies also help us improve your experience on our website and deliver relevant content.

You can adjust your browser settings to manage cookies. For more information, visit <https://allaboutcookies.org/>.

### **Your Rights**

You have the right to:

- Access your personal data.
- Rectify inaccuracies in your personal data.
- Erase your personal data (in certain circumstances).
- Restrict processing of your personal data.
- Object to the processing of your personal data.
- Receive your personal data in a structured, commonly used, and machine-readable format (data portability).

To exercise any of these rights or for further inquiries about your personal data, please contact us at [post@blastr.no](mailto:post@blastr.no).

### **Changes to this Privacy Notice**

We may update this Privacy Notice from time to time to reflect changes in our practices or legal obligations.

The updated Privacy Notice will be posted on our website.

### **Complaints**

If you believe that we have not properly addressed your data protection concerns, you have the right to lodge a complaint with the relevant supervisory authority.