

Marimekko Privacy Statement – Recruitment and job applicants' personal data

Updated 30th April 2020

We at Marimekko group respect your privacy and are committed to protect your personal data. The purpose of this Privacy Statement is to provide information to you about personal data processing activities of job applicants. Information may be supplemented by specific local documentation since e.g. your rights as a data subject may vary from country to country depending on the applicable data protection laws. Our Privacy Statement presents the rights according to the EU's general data protection regulation ("GDPR"). Any mandatory laws or regulations will take precedence in the event that it conflicts and has stricter requirements than this Privacy Statement. If you have any questions or inquiries concerning this Privacy Statement or your personal data processing, please contact niina.martin@marimekko.com.

1 Data controllers and contact information in register matters

The data controller of your personal data is Marimekko Corporation (Business ID 0111316-2) and its affiliated group companies ("Marimekko" or "We")

Marimekko Corporation

Puusepätkatu 4

00880 Helsinki, Finland

Tel. +358 9 758 71

Marimekko Services Oy, Helsinki, Suomi

Marimekko AB, Tukholma, Ruotsi **)

Marimekko Australia PTY Ltd, Victoria, Australia

Marimekko GmbH, Frankfurt am Main, Saksa

Marimekko North America LLC, Delaware, Yhdysvallat

Marimekko North America Retail LLC, Delaware, Yhdysvallat

Marimekko North America Holding Co, Delaware, Yhdysvallat

Marimekko Trading (Shanghai) Co., Ltd, Shanghai, Kiina

Marimekko UK Ltd, Lontoo, Iso-Britannia

Contact information of the Data Protection Officer

Email: tiina.lencioni@marimekko.com

2 What is the purpose and legal basis for processing your personal information?

The purpose of processing personal data is to recruit personnel, planning, managing and evaluating of the recruitment process. The legal basis for processing personal information is our legitimate interest based on a job application and a recruitment

process. We may also request your consent e.g. in the following situations: conducting aptitude assessments and collecting information from references.

Each company belonging to the Marimekko group is responsible as a controller for processing the personal data of the company's personal data of the job applicants. Marimekko Corporation maintains a centralized register related to job applicants' personal data for the group companies for the purposes of administration, as well as planning and developing of the group's business activities. Marimekko group companies process personal information of applicants only to extent it is required to recruit for the concerned group company.

3 What type of information is collected and where do we collect data from?

We collect and process following personal data which are necessary for us to run our recruitment process and relevant for the job opening in question:

Basic information

- name and contact details (email address, postal address and phone number)
- identification data (such as a date of birth)

Information regarding the recruitment process

- job application and CV, such as information regarding work history, education, skills, certificates, confidential posts.
- Information related interviews, tests and assessments
- Information regarding the references
- In connection with a recruitment process or specifically published for professional purposes such as a LinkedIn profile or information we have separately collected based on your consent.
- Other possible information you have provided us.

Primarily we collect personal data from you or based on your consent received from references or tests. Other information includes data related to a recruitment process. Other sources of information are used within the limits allowed by the applicable legislation.

4 Who do we share your personal data and may the information be transferred outside the EU or EEA?

We don't disclose your personal data outside Marimekko group. However, we use external professional service providers for the managing and maintaining of recruitment data. We may also use service providers for concluding personality and aptitude assessments and recruitment process. We ensure the protection of data by making data processing agreements with the service providers.

Data may be shared between Marimekko group companies or transferred to service providers also to outside EU or EEA, for the purposes defined in this Privacy Statement. In the absence of adequacy decision by the EU Commission Marimekko applies standard contractual clauses approved by the European Union or other

approved transfer mechanisms (incl. Privacy Shield) in order to maintain the adequate level of data protection.

5 How your personal information is protected and how long we process information

Marimekko applies appropriate technical and organizational measures to protect personal data. Only those parties who have the right to process personal data for their work performance are authorized to use the systems containing data and the use of data is supervised. All users are bound by a confidentiality.

Personal data for open applications will be stored for six (6) months from the submission of the application. Applications for specific tasks and personal data collected in the recruitment process will be stored for twelve (12) months after the end of recruitment process.

6 Your rights as a data subject

As a data subject you have the following rights related to the applicable data protection laws:

Right of access, rectification and erasure

You have a right to inspect the personal data concerning yourself, which is stored in the register, and a right to require rectification or erasure of your data.

Withdrawal of a consent

When the processing of information is subject to your consent, you may withdraw your consent at any time. Withdrawing your consent does not affect the lawfulness of processing before the withdrawal of the consent. Withdrawals can be made by requesting withdrawal from niina.martin@marimekko.com.

Right to lodge a complaint with a supervisory authority

If you consider that the processing of personal data relating to you infringes the data protection regulation, you have the right to lodge a complaint with a competent supervisory authority. You may lodge your complaint in the EU Member State of your habitual residence, place of work or place of the alleged infringement.

Other rights

You have also right to object processing or request restricting processing. You may also request the personal data collected based on your consent and provided by you to be transmitted to another controller in a case where the data is in machine-readable and transferable format.

7 Whom can you contact?

If you have any questions related to the personal data processing or you want to exercise your abovementioned rights, please contact niina.martin@marimekko.com.

8 Updates to Privacy Statement

Marimekko drives to develop continuously its business and data protection tools and reserves the right to amend this Privacy Statement. When required by applicable

laws Marimekko may contact you in order to provide information about updates or changes that may have effects on you.