



Personal Data Policy Atrium Ljungberg AB

(Resolved at the Board meeting on 20 May 2021)

Purpose

Atrium Ljungberg AB and its subsidiaries (which are jointly referred to as the ‘company’ in this document) processes and manages personal data in accordance with the General Data Protection Regulation, and adopts policies and guidelines for processing and protecting personal data.

Responsibility

Atrium Ljungberg’s Board of Directors adopts the company’s Personal Data Policy. The CEO is ultimately responsible for compliance with the company’s Personal Data Policy. The HR Director is responsible for providing information about the policy to every employee/contractor and for obtaining acknowledgement in writing that they have read and understood it.

Organisation

Personal Data Protection Officer

Atrium Ljungberg does not need to have a General Data Protection Officer as defined by the General Data Protection Regulation, as we are not a company that processes a substantial amount of personal data. However, Atrium Ljungberg must have a Personal Data Protection Officer, who is responsible for ensuring that personal data is processed correctly and that there is adequate protection for this data. The Personal Data Protection Officer must always be asked if there are any questions that relate to the processing and protection of personal data.

Processing personal data

Introduction

All personal data that we collect must be correct, relevant and up-to-date. There must be a clear purpose, reasons and legal grounds for processing this data. No personal data may be collected until a maximum storage time has been identified.

Inform

Every time we collect new personal data or update existing personal data, we have to provide information to the data subjects about who the personal data controller is, the entire purpose of collecting the data, and the legal grounds for processing the data.

Sensitive personal data

In addition to the statutory requirements, sensitive personal data may only be collected to comply with the company’s obligations or to exercise its rights as an employer.



Impact analysis

A risk analysis must be performed before introducing any measures that involve new or revised processing of personal data that could risk the privacy of the data subject. This analysis must also propose suitable routines and measures to address any risks that have been identified. The initiator of the change is responsible for initiating the risk analysis and must contact the Personal Data Protection Officer if they need any support. Agreements that include the processing of personal data must always be checked and approved by the Personal Data Protection Officer.

Deletion

Any personal data that does not satisfy the requirements in this policy must be deleted.

Protection

Personal data must be processed and stored in such a way that it is protected from unauthorised access, alteration or deletion.

Corrections

Checks and routines must be in place to ensure that any inaccurate or misleading personal data that is identified or becomes known is managed in such a way that it is immediately deleted or corrected without delay.

Rights of data subjects

Personal data must always be processed in a way that safeguards the rights of the data subjects in accordance with the General Data Protection Regulation.

Incident management

A documented process must be in place for reporting and managing personal data incidents.

Our suppliers

The company must have personal data processing agreements with all suppliers that process or store personal data on behalf of the company, setting out requirements to provide adequate protection of this personal data.

Periodic checks

Processes must be in place for reporting and monitoring compliance with the Personal Data Policy and its associated guidelines.

Regular monitoring, documentation and reporting of the level of compliance throughout the company must be carried out as an integral part of day-to-day operations.

Reporting must include, as a minimum:

- Follow-up of the effectiveness of checks, including assessment data.
- Reporting of incidents/deviations from the policy, along with a description.
- Action(s) with a description, what will be achieved by the action(s) and when the action(s) will be taken to address the incident/deviation
- Follow-up of outstanding actions and completion reporting

Updates

This policy is updated whenever it is deemed necessary, and adopted at an ordinary Board meeting that follows the inaugural meeting.