

NEVITA AB 559047-4721

Privacy Policy

This document contains the Privacy Policy of Nevita AB

1. General

Nevita is committed to protecting personal privacy and ensuring that personal data is processed responsibly and in accordance with applicable data protection legislation.

It is important to us that you, as a customer, candidate, business contact, website visitor, supplier representative, or other stakeholder, feel confident that we process your personal data in accordance with the General Data Protection Regulation (GDPR) and applicable data protection laws.

Personal data is only processed for specified and legitimate purposes and where there is a valid legal basis for such processing.

This Privacy Policy applies when Nevita provides products and services, conducts recruitment and staffing activities, manages customer and supplier relationships, operates its website, or otherwise processes personal data in connection with its business activities.

2. Data Controller

Nevita is the data controller responsible for the processing of personal data and ensures that such processing is carried out in accordance with applicable legislation.

3. Why Do We Process Your Personal Data?

3.1 Provision of Products and Services

We process your personal data to fulfill our contractual obligations and to identify you as a customer in connection with purchases, delivery, invoicing, and service cases. We also process personal data to handle complaints and returns.

Legal basis: Performance of a contract and legitimate interest

3.2 Development of Products and Services

We process personal data to improve and develop our services, products, and offerings by analyzing customer needs and market trends, including usage and interest patterns.

Legal basis: Legitimate interest

3.3 Marketing – Existing Customers

We process your personal data (e.g., previous purchases) to provide relevant information and offers regarding our products and services. Marketing may take place via telephone, post, email, website, or SMS.

3.4 Prospects – Potential Customers

Marketing directed at prospective customers is based on general market analysis, as historical customer data may not be available.

To improve internal processes and understand customer needs, anonymized or pseudonymized data may be used for statistical purposes.

If you do not wish to receive marketing or have your personal data processed for this purpose, please contact us.

Legal basis: Legitimate interest

3.5 News, Surveys, and Important Information

We process personal data to provide important information such as changes to services, legal updates, business changes, safety classifications, as well as newsletters, events, and customer satisfaction surveys.

Legal basis: Legitimate interest

3.6 Legal Compliance

We process personal data to comply with legal obligations, such as accounting laws requiring the storage of financial records (e.g., invoices).

Legal basis: Legal obligation

3.7 Recruitment Processes and Candidate Data

Nevita processes personal data relating to candidates in connection with recruitment processes, staffing assignments, and future employment opportunities.

The purposes of processing candidate data include:

- Assessing qualifications, experience, and suitability for employment or consulting assignments
- Managing and conducting recruitment and staffing processes
- Communicating with candidates throughout the recruitment process
- Presenting relevant candidate information to clients in connection with specific recruitment or consulting assignments
- Maintaining a candidate database for future recruitment opportunities where consent has been obtained.

Legal basis: Legitimate interest and consent

4. Collection of Personal Data

Personal data is collected and processed to enable us to provide products and services, conduct recruitment and staffing activities, manage business relationships, and respond to inquiries and service matters.

We collect personal data when:

- You become a customer and provide information via post, email, phone, web forms, or surveys

- You contact customer support via email or phone
- You participate in surveys or subscribe to newsletters
- We obtain data from public or private registers (e.g., credit agencies)
- You interact with our website (via cookies – see our cookie policy)
- You apply for a position or submit your CV through our recruitment system
- You participate in interviews, assessments, or recruitment-related activities
- We receive information from references provided by you during a recruitment process

5. What Personal Data Do We Process?

- Name
- Email address
- Postal address
- Delivery address
- Phone number
- Customer number
- Company registration number
- IP address
- Website and newsletter usage
- Payment details
- Purchase history
- Job title and authorization rights
- CV and application documents
- Education and professional qualifications
- Employment history
- Interview notes and candidate assessments
- References provided by the candidate
- Certifications and licenses relevant to employment opportunities

6. Analysis and Business Development

Nevita may analyze your personal data based on website usage, services of interest, newsletters read, and previous purchases. The purpose is to provide relevant offers and information.

You may object to such processing at any time by contacting us.

7. Retention of Personal Data

Personal data is not retained longer than necessary for the purposes outlined in this policy.

Some data may be retained longer if required by law or to protect Nevita's legal interests.

Nevita does not retain personal data for more than 48 months after your last interaction, unless a contractual relationship exists. In such cases, data is retained until the agreement ends.

Personal data relating to candidates is retained only for as long as necessary to complete the relevant recruitment process. Where consent has been obtained, candidate data may be retained for future recruitment opportunities for a limited period, normally up to 24 months.

Candidates may withdraw their consent or request deletion of their personal data at any time. Following such a request, personal data will be deleted without undue delay unless Nevita is required to retain the data by law.

8. Sharing of Personal Data

Personal data may be shared with:

- Clients
- Suppliers (HR, IT, recruitment systems)
- Business partners

- Authorities when required by law

Only relevant data is shared.

All third parties acting as data processors are bound by data processing agreements (DPA) in accordance with GDPR.

Personal data relating to candidates may be shared with clients when necessary for a recruitment or consulting assignment. Only personal data that is relevant and necessary for the purpose of the assignment will be shared.

Where personal data is transferred outside the EU/EEA, Nevita ensures that appropriate safeguards are in place in accordance with GDPR, such as Standard Contractual Clauses (SCCs) approved by the European Commission.

9. Your Rights

You have the right to:

- Access your personal data
- Request correction
- Request deletion
- Restrict processing
- Object to processing
- Data portability

Requests must be submitted in writing and include proof of identity.

9.1 Right of Access

You may request a register extract of your personal data. We will respond without undue delay and within the time limits required by applicable data protection legislation.

9.2 Right to Rectification

You have the right to correct inaccurate or incomplete data.

9.3 Right to Erasure

You may request deletion if:

- Data is no longer needed
- You withdraw consent
- Processing is unlawful

9.4 Right to Restriction

You may request limited processing, for example while data is being corrected.

9.5 Right to Object

You may object to processing based on legitimate interest, especially for direct marketing.

9.6 Right to Data Portability

You may request your data in a structured format when processing is based on consent or contract.

10. Information Security

Nevita implements appropriate technical and organizational measures to protect personal data from unauthorized access, loss, or misuse.

Systems are access-controlled and password-protected, and only authorized personnel have access to personal data.

11. Complaints

If you believe your personal data has been handled incorrectly, please contact us.

You also have the right to lodge a complaint with the Swedish Authority for Privacy Protection (Integritetsskyddsmyndigheten - IMY).

12. Updates to This Policy

The latest version of this Privacy Policy is always available on our website.

Nevita reserves the right to update this policy at any time. Significant changes will be communicated via email or website updates.

13. Contact

If you have any questions regarding this Privacy Policy or how we process personal data, please contact:

Nevita AB

559047-4721

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Email:

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This policy has been adopted 2024-02-18