PRIVACY STATEMENT

The EU General Data Protection Regulation (2016/679)

The Finnish Data Protection Act (2018/1050)

How your personal data is used

1. Your personal data is processed for the purposes of conducting a survey and organising an optional prize draw for survey respondents in connection with the survey. The purpose of the survey is to increase JHL's understanding of the union's membership and its diversity and to support developing JHL's operations and activities, services for members and representation of members' interests.

2. The processing of your data is based on consent.

3. Most of your personal data that we have in our possession has been obtained directly from you.

4. Personal data collected:

• E-mail

• Phone number

4. We protect your personal data by using several effective information security measures.

5. The subcontractors used by JHL process personal data as service producers. JHL concludes agreements with these actors about a sufficient level of data protection and the legal basis for processing.

6. By accepting the privacy statement, you consent to collection of special categories of (sensitive) personal data about you. Such data includes trade union membership.

7. When we process your personal data that requires your consent, you have the right to withdraw your consent at any time.

8. Personal data is not transferred or processed outside the European Union or the European Economic Area.

9. We do not use automated data processing or profiling.

10. Your personal data is stored for as long as the arrangements of the survey and the associated prize draw require.

11. We will always endeavour to keep your personal data correct and up to date. Please note that you also bear responsibility for ensuring that your personal data is up to date.

Your rights

12. You have a number of rights concerning your personal data. You have the right to access your data, the right to rectification or erasure of your data, the right to data portability, and the right to object to or restrict processing of your data. Note that the realization of these rights depends, among other things, on the particular situation, on the data collected or on the basis for collecting your data. When you wish to exercise these rights, contact the data protection officer specified below.

13. You have the right to lodge a complaint with the data protection authority if you feel that we have not acted in compliance with the law when we have processed your personal data. We hope, however, that you first contact the data protection officer so that we can resolve any problems together.

Contact information for the data controller and the data protection officer

Trade Union for the Public and Welfare Sectors JHL

Data Protection Officer

Hannu Viljanen

tietosuoja@jhl.fi

tel. 010 7703 427

Contact information for the data protection authority

Office of the Data Protection Ombudsman

tel. 029 56 16670