



Privacy Policy

1. INTRODUCTION

With this information text ("Privacy Policy"), Embark Studios AB ("Embark"/"we") intend to fulfil our transparency obligations under the General Data Protection Regulation (the "GDPR"). An important aspect of this obligation is to inform individuals of how we process their personal data.

Your integrity is important to us. This Privacy Policy describes what personal data we process when you visit our website and if you chose to send an application to us.

2. CONTROLLER

Controller: Embark Studios AB
Corporate identification number: 559172-3019

Address: Kungsträdgårdsgatan 16
111 47 Stockholm
Sweden

Email: privacy@support.embark-studios.com

3. WHAT CATEGORIES OF PERSONAL DATA WILL WE PROCESS?

Visitors of our website

When you visit our website, we will not collect or process any of your personal data. We use Google Analytics to analyze anonymized information about website visitors, as further described in section 5 below.

Candidates

If you chose to apply for an open position or submit a general open application we process the following personal data about you:

- Contact information such as name, address, e-mail address and phone number.
- Information included in your CV and/or personal letter such as age, photo, qualifications and references.
- Notes from interviews and reference contacts.

4. ACCESS

When you submit an application Embark collects your personal data directly from you. The processing of personal data is necessary for us to be able to evaluate the application and to enter into an agreement with relevant candidate(s).

5. FOR WHAT PURPOSES AND ON WHAT LEGAL BASIS DO WE PROCESS PERSONAL DATA?

Visitors of our website

We collect information (no personal data) related to your website visit in order to be able to analyze the number of website visitors, source (origin and device type) and visitor behavior on our website. We do not collect any personal data or use cookies in conjunction with Google Analytics.



Candidates

We process your personal data in order to be able to evaluate and register you as a candidate, book potential interviews and manage contacts with you.

The legal basis for processing is that the processing is necessary in order to enter into a potential agreement with the candidate(s) and Embark's legitimate interest. Embark's legitimate interests is to manage the recruitment process and evaluate the candidates that have shown an interest in Embark. Such process is also in the interest of the candidates.

6. FOR HOW LONG DO WE KEEP THE PERSONAL DATA?

We will process the personal data only as long as necessary for the purposes set out above. We will keep your personal data for two (2) years from the end of the application process in order to comply with relevant employment and anti-discrimination legislation.

7. WHO CAN WE SHARE PERSONAL DATA WITH?

Embark suppliers

In order for us to be able to fulfil our commitments, we transfer personal data to suppliers of Embark, in particular our service providers of various IT-services. The suppliers that Embark discloses personal data to will only process the personal data for the purposes mentioned in this Privacy Policy. Embark has entered into data processing agreements with its suppliers that meet the requirements of applicable data protection legislation. For the recruitment process Embark is currently using Teamtailor, a recruitment platform, LinkedIn Recruiter and RefApp, a reference management application. Your personal data will be transmitted to and stored by these suppliers. As mentioned, Embark and the suppliers have entered into a data processing agreement, ensuring that your data is only being processed according to the information above.

8. TRANSFERS TO THIRD COUNTRIES

Embark always seeks to process personal data within the EU/EEA but in the event of a transfer of personal data outside the EU/EEA, Embark will always observe applicable data protection legislation regarding transfers to third countries. Embark will only transfer personal data to a country outside the EU/EEA provided that (i) the third country ensures an adequate level of protection of personal data under a decision issued by the EU Commission, (ii) Embark ensures that appropriate security measures are in place according to applicable data protection legislation; or (iii) if any other exception exists under applicable data protection legislation.

9. RIGHTS

According to the GDPR you have the right to request:

- A confirmation from Embark about how we process personal data, and in such case request access to the personal data in the form of an extract from the register
- Correction of incorrect or incomplete personal data
- Deletion of your personal data in some cases, e.g. if your personal data is no longer necessary for the purposes for which they were collected
- Objection to processing that relies on legitimate interests
- Restriction of the processing of your personal data meaning that you request Embark to limit its processing of your personal data under certain circumstances
- Receipt and transfer of personal data to another controller in some cases (data portability)



You also have the right to lodge complaints regarding the processing to a supervisory authority within the EU. When requesting access to your personal data, please contact Embark at email: privacy@support.embark-studios.com