

Privacy notice for Bruun & Hjejle's whistleblower scheme for reported persons and persons whose personal data form part of investigations (clients and third parties)

Bruun & Hjejle has implemented whistleblower schemes, which Bruun & Hjejle's employees may use to report the following regarding matters which also may concern clients and third parties (persons whose personal data form part of investigations):

- Potential or actual **violations of the Danish Anti-Money Laundering Act** and any rules issued pursuant thereto
- Serious cases of **offensive behaviour**, including bullying and sexual harassment, discriminatory treatment based on gender, assault or violence
- **Infringements of EU law** within the scope of the EU Whistleblower Directive, such as public procurement, financial services, products and markets, and prevention of money laundering and terrorist financing, product safety and compliance, public health, consumer protection, protection of privacy and data protection
- **Serious criminal offences of national law or other serious situations**, such as violation of the criminal law or administrative law principles, or serious situations which cannot be attributed to a specific offence including, for example, violation of internal guidelines, or professional standards, or special cases of cooperation difficulties.

In context of reporting incidents, Bruun & Hjejle, as a data controller, collects and processes personal data about the persons reporting to the whistleblower schemes and about the reported persons, who may include clients and other third parties.

1. Categories of personal data and purposes

We collect and process personal data about the employee reporting to the whistleblower schemes unless the employee chooses to remain anonymous. Further, we collect and process personal data about clients and third parties who are subjects of reports or if their personal data form part of reports and investigations.

The categories of such personal data depend on the actual matter, but it could for example be names, email addresses, phone numbers and actions/omissions relating to such matter, including criminal offences, and other relevant information, including information contained in any files, audio or images attached to the report.

We process personal data for **the following purposes**:

- Management of Bruun & Hjejle's whistleblower schemes, including handling reports received through the schemes and submitting such reports to the relevant authorities
- Compliance with legislation, including whistleblower legislation, data protection legislation and law on money laundering prevention

- Safeguarding of legitimate interests provided under data protection legislation, including documentation requirements, implementation and maintenance of technical and organisational security measures, investigation of suspected or known security breaches and reporting to individuals and authorities, handling of enquiries and complaints from data subjects and others who require processing of personal data to establish, exercise or defend a legal claim, handling of inspections by and enquiries from supervisory authorities, handling of disputes with data subjects and third parties.

2. Legal basis

The legal bases for processing of personal data are:

- The Danish Anti-Money Laundering Act, including but not limited to Section 35 on whistleblower schemes, Section 25 on investigations of potential violations of anti-money laundering legislation and Section 26 on the duty to report to law-enforcement authorities, including for example the Danish State Prosecutor for Serious Economic and International Crime
- The Danish Act on Protection of Whistleblowers, which implements the Directive of the European Parliament and of the Council on the protection of persons who report breaches of Union Law (the Whistleblower Directive), including Section 22 of the Danish Act on Protection of Whistleblowers on the processing of personal data
- Compliance with a legal obligation, see Article 6(1)(c) of the General Data Protection Regulation (EU 2016/679), cf. The Danish Act on Protection of Whistleblowers Section 9
- Legitimate interests, as mentioned above under purposes, see Article 6(1)(f) of the General Data Protection Regulation (EU 2016/679)
- Legal claims, see Article 9(2)(f) of the General Data Protection Regulation (EU 2016/679) and section 8 of the Danish Data Protection Act.

3. Disclosure of personal data

Personal data can be disclosed to and shared with the following recipients:

- The Danish Bar and Law Society
- The Danish Police, the Danish State Prosecutor for Serious Economic and International Crime and other relevant public authorities
- External impartial counsellor who will be the first recipient of a report

4. Transfer of personal data to data processors

We transfer personal data to our IT service provider, which processes/stores the personal data on our behalf. Our data processor is EQS Group A/S.

5. Storage period

We store personal data for as long as it is necessary to fulfil the above purposes, to comply with the minimum periods set out in the Danish Anti-Money Laundering Act and to fulfil our duties with regard to the limitation periods for civil and criminal claims. Generally, we do not store personal data for more than 15 years.

6. Your rights

Under data protection legislation, a data subject generally has a number of rights. You have the following rights (on the terms and subject to the exceptions provided by law):

- The right of access to personal data concerning you
- The right to have incorrect and misleading personal data rectified
- The right to have personal data deleted
- The right to restrict the processing of personal data

You also have the right to file a complaint with the Danish Data Protection Agency. For more information, go to datatilsynet.dk/english

You have the right – for reasons relating to your particular situation – to object to the processing of personal data where the legal basis is legitimate interests, as stated above. Bruun & Hjejle may then no longer process the personal data unless Bruun & Hjejle demonstrates compelling legitimate grounds for the processing which override your interests, rights and freedoms, or the processing is necessary for the establishment, exercise or defense of legal claims.

As to reports made through the whistleblower schemes and investigations of such reports, anti-money laundering legislation and whistleblower legislation provide for an enhanced duty of confidentiality and an exemption to the right of access to personal data.

7. Contact

If you have any questions about the processing of your personal data or how you may exercise your rights, you are welcome to contact us at

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DK-1165 Copenhagen K
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