



Privacy Disclaimer

Rev / Date: 02 / 28.11.18

Remøy Shipping AS (“we” or “us”) is committed to protecting and respecting your privacy. This Policy (together with other documents referred to herein) describes what personal data we collect from you and how we process your personal data.

Remøy Shipping AS is the Data Controller for purposes of the applicable data protection legislation which is processing personal data both manually and by electronic means. Any questions regarding this policy and inquiry to delete, correct or withdraw personal information shall be directed to crewing@remoyshipping.no

Information we may collect from you

- Your personal details such as for example your name, address and post code, your phone number, email address, your work experience, references and skills in various areas and details about your education. You can also provide us with a copy of your CV, cover letters for specific job posts and any other attachments you may consider helpful for us.
- If we hire you, we will also request validation of documents, for example, your work permit documentation for the countries you will work in and financial information such as bank account details. We will also store evaluations and feedbacks of our vessels and of the clients you have worked for. We will also collect and manage your references to determine suitability. We may also collect sensitive data (e.g. health data) where necessary.
- If you contact us, we may keep a record of that correspondence.
- We may also ask you to complete surveys that we use for research purposes, although you do not have to respond to them. The answers to these surveys will be shared with our management.
- We may also store cookies as set out in more detail below.

How we use your information

All this information (“your data”) will be collected and handled by Remøy Shipping AS for the following purposes:

- To enable your application and recruitment to our company by assessing your suitability, qualifications and skills, not only for current work assignments/vacancies but also for assignments/vacancies which we think may be of interest to you in the future.
- To keep you informed by email, telephone and/or mail about future work opportunities.
- To protect the interests and rights of the Remøy Group, our clients or others.
- To help us create, publish, and improve content most relevant to you.
- To perform studies and statistical and analytical research
- In general, to comply with any legal obligation

Third parties

To facilitate our efficient use of your data, and to provide you with the best services and/or opportunities we use suppliers. Then it is necessary for us to disclose your information to third parties. However, this disclosure will only occur in the following circumstances:

- To suppliers and their subcontractors, contractors and agents: We may engage or employ other companies and individuals located worldwide to perform functions on our behalf. Examples may include, administrative functions associated with our business activities. Such recipients will only have access to data required by them to perform their functions and are not permitted to use such data for any other purposes. These recipients will be subject to contractual confidentiality and data privacy obligations.
- Where required by Law: we will share your data with government or law enforcement authorities if we determine in our sole discretion that we are under an obligation to do so.
- In the event of business transactions (e.g. merge, acquisition, due diligence) we may need to disclose your data.

Where we store your data

The data that we collect from you may be transferred to, and stored by, other Remøy Group companies, our clients, suppliers and their subcontractors, acting as data processors, outside your country of residence and located within EEA or in non-EEA European countries with Privacy Shield approved data processors. By submitting your personal data, you agree to this transfer, storing and processing. We endeavor to take all steps reasonably necessary to ensure that your data is treated securely and in accordance with this Policy.