Privacy Policy – Andersen Consulting Sweden AB

1. Introduction

Andersen Consulting Sweden AB values your privacy, and we always strive for a high level of data protection. This privacy policy explains what types of personal data we collect, how we use them, and for what purpose when you visit our website, contact us, or use our services. We ensure that our processes comply with applicable data protection legislation, including the EU's General Data Protection Regulation (GDPR).

2. Responsible for personal data protection

The entity responsible for processing personal data is:
Andersen Consulting Sweden AB
Address: Västra Trädgårdsgatan 9, 111 53 Stockholm
Email: admin@insource.nu

3. What personal data do we collect?

We collect and process information in the following ways:

A. Data you provide to us

This includes personal data actively provided when filling out forms on our website or contacting us via email and phone. Examples:

- Name, job title, and company name

- Contact details: email, phone number

- Messages or other details shared when contacting us

If you apply for a job or submit a general expression of interest, we may also collect:

- CV, cover letter, and university/college transcripts

- LinkedIn profile

B. Data automatically collected via our website

When you visit our website, we collect technical data via log files and cookies, such as:

- IP address and device information

- Website behavior (pages visited)

- Traffic sources and referral links

C. Data from external sources

We may collect company-related information from external services and public registers to improve our customer communication.

4. Purpose of data collection

We process personal data to:

- Provide, manage, and improve our services

- Follow up on inquiries and contact potential customers/candidates

- Manage recruitment processes and interim assignments

- Send information, newsletters, and offers (with consent)

- Fulfill legal obligations (e.g., accounting and reporting)

5. Legal basis for processing

We process your personal data based on:

- **Consent** (e.g., newsletters, event registration)

- **Contractual obligations** (e.g., customer relationships or recruitment processes)

- **Legal obligations** (e.g., accounting laws)

- **Legitimate interest** (to provide relevant services and communication)

6. How we store and protect your data

Your data is protected by technical and organizational security measures. We take steps to prevent unauthorized access and data loss. We retain your data only for as long as necessary for the specified purposes or as required by law.

7. Sharing Data with Third Parties

We only disclose personal data to third parties when necessary to:

- Manage recruitment processes (e.g., with client companies, with your consent)

- Provide our services via IT and system providers (e.g., CRM and CV management systems)

- Meet legal requirements (e.g., tax authorities)

All third parties we collaborate with are bound by data processing agreements that ensure data handling complies with GDPR.

8. Cookies and web analytics

Our website uses cookies to improve your user experience, including:

- **Necessary cookies:** To ensure the website functions properly

- **Analytics cookies:** To measure traffic and user behavior

- **Marketing cookies:** For targeted advertising via platforms such as LinkedIn and Facebook

9. Your Rights

Under GDPR, you have the right to:

- Request access to the data we hold about you

- Request correction of incorrect information

- Request deletion ("right to be forgotten")

- Object to processing (e.g., for marketing purposes)

- Request data portability (transfer data to another service provider)

Requests can be made via admin@insource.nu.

10. Changes to This Policy

We reserve the right to update this policy. The latest version is always available on our website.

11. Contact and Complaints

If you have questions about our data processing, contact us via admin@insource.nu.
If you believe we are not handling your data correctly, you can contact the Swedish Authority for Privacy Protection (IMY).