

PRIVACY POLICY

This Privacy Policy explains how the Y-mAbs Therapeutics Group (Y-mAbs Therapeutics, Inc., and Y-mAbs Therapeutics A/S (hereinafter “we” “us” or “YmAbs”)) processes your personal data when you submit a job application including unsolicited applications for future job opportunities. The policy provides specific information about how we comply with Regulation (EU) 2016/679 (General Data Protection Regulation or “GDPR”).

1) PURPOSE OF PROCESSING AND LEGAL BASIS FOR PROCESSING

We use your personal data for the following purposes:

- Assessing your qualifications and comparing your profile with the job offering and any potential vacancies and future job opportunities within our organization;
- Contacting (in writing, by telephone or by e-mail) you in connection with the recruitment process.

We process your personal data only if and to the extent that at least one of the following applies: When you have given your consent to the processing of your personal data for one or more specific purposes; When processing is necessary for the performance of a contract to which you are a party or in order to take steps at the request of you prior to entering into a contract; or When processing is necessary for the purposes of the legitimate interests pursued by us or by a third party, except where such interests are overridden by your interests or fundamental rights and freedoms. The legitimate interests that we pursue in connection with processing of your data are handling of a potential employment relationship.

2) CATEGORIES OF PERSONAL DATA

We may collect the following categories of personal data about you:

- Ordinary personal data: Name, address, email address, telephone number, previous job history and educational background as included in your resume/CV, birth date and picture (if included in the application).

You should only include information relevant for the review of your application. Therefore, please do not include information about your race or ethnic origin, religion or belief, political opinion, sexual orientation or union membership. Please do not provide your social security or personal identification number and/or copies of identification papers together with your application, unless we will expressly ask you to do so.

3) RECIPIENTS OF YOUR PERSONAL DATA

We may share your personal data with recruitment agencies and group entities (i.e. between Y-mAbs Therapeutics, Inc., US and Y-mAbs Therapeutics A/S).

4) TRANSFERS TO COUNTRIES OUTSIDE THE EU/EEA

If you provide information to us in Europe, your personal data may be transferred to countries outside the European Economic Area (EEA), that are not deemed to provide an adequate level of protection of personal data compared to the GDPR. Instead, we have provided appropriate safeguards through the use of EU - US transfer standard contractual clauses. You may obtain a copy of the EU standard contractual clauses by contacting us on info@ymabs.com

5) SOURCES OF DATA

We may obtain personal data from the following source(s):

- Information that you provide;
- Recruitment agencies;
- Former co-workers and other references (but only with your prior express consent).

6) KEEPING OF YOUR PERSONAL INFORMATION

We store your personal data no longer than necessary to achieve the objectives for which the data is collected. This means that personal data of applicants for a job offering will be kept until the recruitment process is completed, unless hired, after which your data will be transferred to your personal file as an employee of the company. Personal data provided in connection with an unsolicited application will be kept for a period of 6 months from its receipt. Hereinafter the data will be properly deleted from our systems.

7) YOUR RIGHTS

You have a number of rights concerning our processing of your personal data including (but not limited to) the following:

- You have the right to request access to and rectification or erasure of your personal data.
- You also have the right to object to the processing of your personal data and have the processing of your personal data restricted.
- If processing of your personal information is based on your consent, you have the right to withdraw your consent at any time. Your withdrawal will not affect the lawfulness of the processing carried out before you withdrew your consent.
- You have the right to receive your personal information in a structured, commonly used and machine-readable format (data portability).
- You may always lodge a complaint with a data protection supervisory authority.

8. DATA CONTROLLER - CONTACTS

For processing that relates to US recruitment, Y-mAbs Therapeutics, Inc., is the entity responsible for the processing but for the purposes of compliance with GDPR (to the extent it applies to such processing), it is represented by Y-mAbs Therapeutics A/S. Y-mAbs Therapeutics A/S is the entity responsible for the processing of your personal data when you apply for a position with Y-mAbs Therapeutics A/S. Our contact details are set forth below:

Y-mAbs Therapeutics, Inc.
230 Park Avenue, Suite 3350
New York, NY 10169
USA
Telephone: +1 212 847 9841

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Agern Allé 11
DK-2970 Hørsholm
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Please contact us at info@ymabs.com if you wish to exercise any of your rights or have any questions about how we handle your application.