

Vestas Wind Systems A/S
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7 August 2023

J.No. 2019-581-0077
Doc.no. 555942
Caseworker
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Sendt med Digital Post

Decision by the Danish Data Protection Agency approving Binding Corporate Rules of Vestas Wind Systems A/S

The Danish Data Protection Agency

Pursuant to the request by Vestas Wind Systems A/S, received on 21 December 2018, for approval of their binding corporate rules for controller;

Having regard to Articles 47, 57 and 64 of the Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation or GDPR); Having regard to the CJEU decision Data Protection Commissioner Maximillian Schrems and Facebook Ireland Ltd, C-311/18 of 16 July 2020;

Having regard to EDPB Recommendations 01/2020 on measures that supplement transfer tools to ensure compliance with the EU level of protection of personal data of 18 June 2021;

Makes the following observations:

1. Article 47(1) of the EU General Data Protection Regulation 2016/679 (GDPR), provides that the Danish Data Protection Group shall approve Binding Corporate Rules (BCRs) provided that they meet the requirements set out under this Article.
2. The implementation and adoption of BCRs by a group of undertakings is intended to provide guarantees to controllers and processors established in the EU as to the protection of personal data that apply uniformly in all third countries and, consequently, independently of the level of protection guaranteed in each third country.
3. Before carrying out any transfer of personal data on the basis of the BCRs to one of the members of the group, it is the responsibility of any data exporter in a Member State, if needed with the help of the data importer, to assess whether the level of protection required by EU law is respected in the third country of destination in the case of the specific data transfer, including onward transfer situations. This assessment has to be conducted in order to determine whether any legislation or practices of the third country applicable to the to-be-transferred data may impinge on the data importer's and/or the data exporter's ability to comply with their commitments taken in the BCR, taking into account the circumstances surrounding the transfer. In case of such possible impingement, the data exporter in a Member State, if needed with the help of the data importer, should assess whether it can provide supplementary measures in order to exclude such impingement and therefore to nevertheless ensure, for the envisaged transfer at hand, an essentially equivalent level of protection as provided in the EU. Deploying such supplementary measures is the responsibility of the data exporter and remains its responsibility even after approval of the BCRs by the

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4. In any case, where the data exporter in a Member State is not able to implement supplementary measures necessary to ensure an essentially equivalent level of protection as provided in the EU, personal data cannot be lawfully transferred to a third country under these BCRs. In the same vein, where the data exporter is made aware of any changes in the relevant third country legislation that undermine the level of data protection required by EU law, the data exporter is required to suspend or end the transfer of personal data at stake to the concerned third countries.
5. In accordance with the cooperation procedure as set out in the Working Document WP263 rev01¹, the Controller BCRs application of Vestas Wind Systems A/S was reviewed by the Danish Data Protection Agency, as the competent supervisory authority for the BCRs (BCR Lead) and by two Supervisory Authorities (SA) acting as co-reviewers. The application was also reviewed by the concerned SAs to which the BCRs were communicated as part of the cooperation procedure.
6. The review concluded that the Controller BCRs of Vestas Wind Systems A/S comply with the requirements set out by Article 47(1) of the GDPR as well as the Working Document WP256 rev01² and in particular that the aforementioned BCRs:
 - i) Are legally binding and contain a clear duty for each participating member of the Group including their employees to respect the BCRs by entering in an Intra-Group Agreement (The Application Form part 2, section 4);
 - ii) Expressly confer enforceable third-party beneficiary rights to data subjects with regard to the processing of their personal data as part of the BCRs (BCR Policy Section D, Application Form part 2, section 4 & BCR Undertaking);
 - iii) Fulfil the requirements laid down in Article 47(2) of the GDPR:
 - a) The structure and contact details of the group of undertakings and each of its members are described in the Application form WP264 that was provided as part of the file review and the Application form part 1, section 1.
 - b) the data transfers or set of transfers, including the categories of personal data, the type of processing and its purposes, the type of data subjects affected and the identification of the third country or countries in question are specified in BCR Policy section A & Appendix 7.
 - c) the legally binding nature, both internally and externally, of the Controller BCRs is recognized in the Application form part 2, section 4.
 - d) the application of the general data protection principles, in particular purpose limitation, data minimisation, limited storage periods, data quality, data protection by design and by default, legal basis for processing, processing of special categories of personal data, measures to ensure data security, and the requirements in respect of onward transfers to bodies not bound by the binding corporate rules are detailed in BCR Policy section B.
 - e) the rights of data subjects in regard to processing and the means to exercise those rights, including the right not to be subject to decisions based solely on automated processing, including profiling in accordance with Article 22 of the GDPR, the right to lodge a complaint with the competent supervisory authority and before the competent courts of the Member States in accordance with Article 79 of the GDPR, and

¹ Endorsed by the EDPB on 25 May 2018.

² Endorsed by the EDPB on 25 May 2018.

to obtain redress and, where appropriate, compensation for a breach of the binding corporate rules which are set forth in BCR Policy Section B;

- f) the acceptance by the controller or processor established on the territory of a Member State of its liability for any breaches of the binding corporate rules by any member concerned not established in the Union as well as the exemption from that liability, in whole or in part, only if the concerned party proves that that member is not responsible for the event giving rise to the damage are specified in the BCR Undertaking & Application Form part 2, section 4;
- g) how the information on the binding corporate rules, in particular on the provisions referred to in points (d), (e) and (f) of Article 47.2 of the GDPR are provided to the data subjects in addition to Articles 13 and 14 of the GDPR, is specified in BCR Policy Section B;
- h) the tasks of any data protection officer designated in accordance with Article 37 of the GDPR or any other person or entity in charge of monitoring the compliance with the binding corporate rules within the group of undertakings, or group of enterprises engaged in a joint economic activity, as well as monitoring training and complaint-handling are detailed in BCR Policy section C, principle 8 & appendix 4;
- i) the complaint procedures are specified in BCR Policy section C & Appendix 4;
- j) the mechanisms put in place within the group of undertakings for ensuring the monitoring of compliance with the binding corporate rules are detailed in BCR Policy section C, principle 7 & Appendix 3. Such mechanisms include data protection audits and methods for ensuring corrective actions to protect the rights of the data subject. The results of such monitoring are communicated to the person or the entity referred to in point (h) above and to the board of the controlling undertaking of the group of undertakings (in this situation to Vestas Wind Systems A/S headquarters, as well as to the data privacy organization) and are available upon request to the competent supervisory authority;
- k) the mechanisms for reporting and recording changes to the rules and reporting those changes to the supervisory authorities are specified in BCR Policy section C, principle 10, Appendix 2 & Application form part 2;
- l) the cooperation mechanism put in place with the supervisory authority to ensure compliance by any member of the group of undertakings is specified in BCR Policy Section C, principle 10. The obligation to make available to the supervisory authority the results of the monitoring of the measures referred to in point (j) above is specified in Appendix 3;
- m) the mechanisms for reporting to the competent supervisory authority any legal requirements to which a member of the group of undertakings is subject in a third country which are likely to have a substantial adverse effect on the guarantees provided by the binding corporate rules are described in BCR Policy Section C, principle 11;

- n) finally, provide for an appropriate data protection training to personnel having permanent or regular access to personal data BCR Policy Section C, principle 12.

7. The EDPB provided its opinion 14/2023 accordance with Article 64(1)(f) of the GDPR. The Danish Data Protection Agency took utmost account of this opinion.

DECIDES AS FOLLOWING:

1. The **Danish Data Protection Agency** approves the Controller BCRs of Vestas Wind Systems A/S as providing appropriate safeguards for the transfer of personal data in accordance with Article 46(1) and (2) (b) and Article 47(1) and (2) GDPR. For the avoidance of doubt, the **Danish Data Protection Agency** recalls that the approval of BCRs does not entail the approval of specific transfers of personal data to be carried out on the basis of the BCRs. Accordingly, the approval of BCRs may not be construed as the approval of transfers to third countries included in the BCRs for which, an essentially equivalent level of protection to that guaranteed within the EU cannot be ensured.
2. The approved BCRs will not require any specific authorization from the concerned SAs.
3. In accordance with Article 58(2)(j) GDPR, each concerned SA maintains the power to order the suspension of data flows to a recipient in a third country or to an international organization whenever the appropriate safeguards envisaged by the Controller BCRs of Vestas Wind Systems A/S are not respected.

ANNEX TO THE DRAFT DECISION

The Controller BCRs of Vestas Wind Systems A/S that are hereby approved cover the following:

- a. **Scope.** The BCR apply to Vestas Entities which are processing personal data relating to data subjects, including all Vestas Entities established:
 - In the EEA or in a country with an adequate level of data protection as acknowledged by a decision of the European Commission; and
 - Outside the EEA or outside a country with an adequate level of data protection as acknowledged by a decision of the European Commission.
- b. **EEA countries from which transfers are to be made:** Denmark, Sweden, Norway, Finland, Germany, Ireland, Spain, Italy, France, Portugal, Netherlands, Austria, Greece, Poland, Bulgaria, Czech Republic, Croatia, Romania, Belgium, Cyprus.
- c. **Third countries to which transfers are to be made:** United Kingdom, Turkey, Ukraine, Russian Federation, Serbia, Kazakhstan, Georgia, United States, Canada, Argentina, Brazil, Mexico, Chile, Uruguay, Dominican Republic, Nicaragua, Peru, Guatemala, Costa Rica, Jamaica, Honduras, El Salvador, Panama, Republic of Columbia, China, India, Mongolia, Vietnam, Pakistan, Republic of Korea, Taiwan, Singapore, Japan, Philippines, Thailand, Sri Lanka, Australia, New Zealand, Kenya, Saudi Arabia, South Africa, Cape Verde, United Arab Emirates, Arab republic of Egypt, Morocco, Senegal. (Appendix 7)
- d. **Purposes of the transfer:** The purposes are detailed in Appendix 7. They include the following:

- Business administration – compliance and regulatory (e.g. management of Vestas' compliance etc.)
- Business administration – Ethics and conduct (e.g. complaints, reports in violations of applicable law, ethical policies, code of conduct etc.)
- Business administration – corporate matters (e.g. management of shareholders, employee elections, workers council etc.)
- Business administration – finance management (e.g. management of invoicing payments, purchase orders etc.)
- Business administration – IT management (e.g. provision of internal IT services and function incl. access management, logging etc.)
- Business administration – security management (e.g. access control, fraud prevention, security incident etc.)
- Business intelligence – market intelligence, competitors and individuals (e.g. collection and analysis of market intelligence incl. individuals with competitors, authorities etc.)
- Customer management (e.g. management of customer relationship contracts etc.)
- Employment management – complaint and disciplinary actions management (e.g. management complaints regarding employee behavior etc.)
- Employment management – file management (e.g. management of employee files etc.)
- Employment management – time and attendance (e.g. employee time recording and attendance incl. sick leaves, vacation etc.)
- Exit and termination (e.g. resignations etc.)
- Hire and induction – hire and onboarding (e.g. employment contracts, completion of applicable forms etc.)
- Hire and induction – introduction and training (e.g. mandatory training and surveys etc.)
- learning – learning management (management of training activities, incl. management of participants, surveys, evaluations etc.)
- Marketing and communications – communications and PR (e.g. public relations activities incl. management of contact details of key individuals etc.)
- Marketing and communications – digital marketing and analysis (e.g. management of digital marketing and analysis, activities incl. social media etc.)
- Marketing and communications – employer branding (e.g. management of Vestas ambassadors etc.)
- Marketing and communications – events and promotions (e.g. management of stakeholder events such as customer events etc.)
- Mobility and travel – relocation assistance (e.g. employee relocations etc.)
- Mobility and travel – management and tracking (e.g. travel booking etc.)

- P&C reporting and forecasting (internal forecasting and reporting on human resource statistics)
 - Payroll and benefits management (e.g. management of salaries, payroll, pensions etc.)
 - Performance and potential assessment – people development and people review (e.g. management of evaluations, development plans etc.)
 - Performance and potential assessment – talent management and planning (management of talent pools and succession planning)
 - Recruiting – background check (e.g. background checks of potential candidates etc.)
 - Recruiting – application management (e.g. management of candidate pools, job boards etc.)
 - Suppliers and business partners – supplier and contract management (e.g. management of suppliers, contractors etc.)
- e. Categories of data subjects concerned by the transfer:** Those categories are specified in Appendix 7. Are included:
- Employees
 - Customer employee
 - Employee of business partners
 - Job candidate
 - Employees of suppliers
- f. Categories of personal data transferred:** Those categories are specified in Appendix 7.