

LAB LUXEMBOURG SA

Fair Processing Notices

Depending on the nature of your relation with LAB LUXEMBOURG SA, we may collect and process your personal data. Please find below the privacy statement relevant to your situation:

- › you are a visitor of this website (<https://www.labgroup.com/privacystatement/>),
- › you are or have applied to become an employee (or relative thereof), external staff (consultant, advisor, detached employee, temporary worker), student or intern, please refer to Notice 1,
- › you are a client of LABGROUP and/or you use LABGROUP's services, please refer to Notice 2,
- › you follow us on our websites or social media, you have subscribed to our newsletters, you have participated or intend to participate to our events or you are a public/press relations contact for Labgroup,
- › you are a supplier of LABGROUP.



1. NOTICE 1: JOB APPLICANTS, EMPLOYEES AND THEIR RELATIVES, EXTERNAL STAFF (CONSULTANTS, ADVISORS, DETACHED EMPLOYEES, TEMPORARY WORKERS), STUDENTS, INTERNS

1.1 PERSONAL DATA PROCESSING. LAB LUXEMBOURG SA (**LABGROUP**) collects and processes personal data on its actual, former and prospective employees and external staff. LABGROUP acts as the controller of such processing and is committed to respecting your privacy and protecting your personal data in accordance with the law, in particular the EU General Data Protection Regulation 2016/679 (**GDPR**).

For external staff, please also read Notice 4.

1.2 PROCESSING PURPOSES. The processing of your data is based on the following grounds:

PURPOSE OF PROCESSING	GDPR LEGAL BASIS
LABGROUP processes your data:	The processing is necessary:
1. FOR JOB APPLICANTS:	
- to manage recruitments and review job applications	- in order to take steps prior to entering into a contract with you, and for purposes of legitimate interests pursued by LABGROUP (that is, HR management and hiring process)
2. FOR ACTUAL/FORMER EMPLOYEES, EXTERNAL STAFF, STUDENTS/INTERNS:	
- as required by law (Labgroup, tax, social, corporate, CSSF rules, sanitary -e.g., COVID-19 mandatory checks- or other) and make legally required filings or reporting to authorities	- to comply with legal obligations to which Labgroup is subject
- to manage staff onboarding, payroll management, process payments and expenses, benefits management	- for the performance of a contract with you, and to comply with legal obligations to which Labgroup is subject
- for usual human resources management purposes (including employment/service contract management, performance reviews, appraisals, training, background checks, discipline, career development, investigations, security, emergency contacts, contingency plans, absence/sickness leave, task allocation, working time and project management, budgeting and financial forecasting and record-keeping purposes), to ensure the security of Labgroup's assets, the continuity of activities and, in general, administer LABGROUP's business	- for purposes of legitimate interests pursued by Labgroup (that is, HR, appraisals, asset security, activities and business management)
- for IT management (IT accounts management, IT licenses, contact/agenda management, monitoring/investigations), electronic communications management (corporate email, laptops/workstations, mobiles, telephony and connectivity)	- for purposes of legitimate interests pursued by LABGROUP (that is, IT and asset management and protection)
- for access restriction (badges)	- for purposes of legitimate interests pursued by LABGROUP (that is, premises/asset management and protection)
- for premises video-protection (CCTV)	- for purposes of legitimate interests pursued by LABGROUP (that is, premises/asset management and protection)
- for geolocation of drivers of Labgroup corporate vehicles equipped with geotracking devices	- for purposes of legitimate interests pursued by LABGROUP (that is, protecting company's and clients' assets, PSDC compliance and CSR policy)



- 1.3 DATA CATEGORIES. In addition to the information you have communicated or may communicate to LABGROUP, LABGROUP may collect and process the following categories of personal data (depending on your personal or professional situation and the nature of your relation with LABGROUP, not all the data categories listed below will be processed):
- a. for job applicants: identity (first/last name, ID/passport), contact details (address, phone, email), professional details, CV (experience, training, references, licenses, certifications), tests (including via online platforms), appraisals, background checks (former employers, schools/universities), interview notes, assessment, final decision, email correspondence with candidates;
 - b. for actual or former employees, students/interns: identity and contact details (first/last name, social security number/affiliation details, ID/passport, address, phone, email), personal details (next of kin, date of birth, nationality, civil status, household composition), professional details (licenses, certifications, driving license/number), position (service, job description, reporting lines, business cards, hiring/termination date), internal employee number, salary, benefits (additional health insurance, reimbursement of personal sport/charity/cultural/environment voluntary work, subscriptions), financial data (IBAN), criminal record, residence certificate, work permit, medical certificates, absence periods, occupational accidents files/reports, workplace/job description adaptation for disabled employees or employees with particular conditions, personal leave documentation (e.g., death certificates for funerals, birth certificates for parental leave), parking allocation, LUXTRUST certificates management (signature, authentication), payroll management (tax details, withholdings, tax card, deductions), subsidised rates, presence/absence/working time management, time/job allocation, overtime work, teams' shift management, 'U1' certificate (ADEM), attestations (work certificates, crèche, loans, mobility premiums), expenses (vouchers, transportation subscriptions), employment contract details and contract management data, disciplinary file, IT account profile (user id/profile, credentials, access rights, functions/role, applications/licenses details), logfiles, IT traces, connecting device details for remote connections, Exchange/Outlook (emails, calendar, contacts, tasks), allocated hardware/device management (id, laptops, smartphones, workstations, hardware/IP details, remote management), internet/email/IT activity screening, electronic communications, inforensics, analyses, investigations, related dispute/litigation/claims, telephone traffic data, detailed invoices (smartphones), identity (last/first name), email address, IP/MAC address, activity/logfiles, geolocation for drivers of geotracked corporate vehicles;
 - c. for drivers of LABGROUP corporate vehicles equipped with geotracking devices: real-time geolocation, vehicle status and characteristics;
 - d. for any employees and external staff accessing LABGROUP's premises: access badge data and CCTV feed; and
 - e. for staff's relatives: next of kin, emergency numbers.

Where you provide personal data on third parties (such as your relatives) to LABGROUP, you should make sure you have informed them accordingly.

- 1.4 DATA RECIPIENTS. LABGROUP may share staff's data with other LABGROUP entities, lawyers, external counsels, auditors and:
- a. for job applicants: head hunters and recruitment agencies;
 - b. for actual or former employees, students/interns: tax administration (ACD), social security (CCSS), employment administration (ADEM), health administration (STM), banks, insurance, regulators and authorities (e.g., CSSF), courts and law enforcement authorities, payroll and other service providers; and
 - c. for external staff (consultants, temporary workers): with their employer.



- 1.5 DATA TRANSFERS OUTSIDE THE EU/EEA. LABGROUP does not routinely transfer your personal data outside the EU/EEA. Should this be the case, LABGROUP will comply with applicable requirements and ensure that such transfer are:
- a. limited to what is necessary to perform the contract with you, or conclude a contract with a third-party in your interest, or
 - b. justified by the establishment, exercise or defence of legal claims, and/or
 - c. covered by appropriate safeguards, such as entering into EC approved standard contractual clauses with data importers.
- 1.6 DATA RETENTION. LABGROUP will retain your personal data:
- a. for unsuccessful job candidates: for up to 2 years in case of future recruitments; you may however object such retention by contacting your HR contact at LABGROUP ; in line with Luxembourg legislation, criminal records will not be retained for more than 1 month,
 - b. for employees, students/interns: until termination of your employment, and then for the mandatory retention duration set forth by applicable law (typically 10 years); in line with Luxembourg legislation, criminal records of certain employees will be retained for up to 2 months,
 - c. for staff's relatives: until termination of concerned staff's employment,
 - d. for badge data: 3 months from date of collection, save security incident,
 - e. for CCTV feed: 8 days from date of collection, save security incident,
 - f. for geotracking data: 2 months from date of collection, save security incident.
- 1.7 YOUR STATUTORY RIGHTS. You have certain rights concerning your personal data under GDPR as mentioned below, and can exercise them by contacting Labgroup at [dataprivacy@labgroup.com].
- a. **Right to information.** If you are a staff's relative, LABGROUP may not have your current details and thus cannot contact you conveniently and in confidentiality. You can find at any time updated information on LABGROUP's processing of your data here, or by contacting [dataprivacy@labgroup.com].
 - b. **Access right.** You have the right to access your personal data. LABGROUP processes a large quantity of information, and can thus request, in certain cases and in accordance with GDPR, that before the information is delivered, you specify the information or processing activities to which your request relates.
 - c. **Right to rectification.** You can ask LABGROUP to rectify, correct or update inaccurate and/or incorrect data.
 - d. **Other rights.** In certain limited cases (in which case LABGROUP will first analyse whether the conditions for the exercise of such rights are fulfilled, in line with GDPR), you may object to, or request the limitation of, the processing of your personal data, or request the erasure or portability of your personal data. You should note that the law authorizes Labgroup to retain and continue processing certain personal data, even where you have exercised your rights to object or erasure or -if applicable- withdraw your consent: this is the case in particular where Labgroup has legitimate and compelling reasons for continuing the processing, such as compliance with applicable law. Finally, you can contact the Luxembourg data protection authority ([Commission nationale pour la protection des données](#)) to introduce a claim.



2. NOTICE 2: CLIENTS AND CLIENT-RELATED PARTIES (CONTACT PERSONS, USERS)

2.1 PERSONAL DATA PROCESSING. LAB LUXEMBOURG SA (LABGROUP) collects and processes personal data on you where (i) your company, which you represent or own is an actual, former or prospective client of LABGROUP (a CLIENT), or (ii) you are an employee and act as a contact person for the CLIENT, or (iii) you act as a user of LABGROUP's services provided to a CLIENT (a USER). LABGROUP is committed to respecting your privacy and protecting your personal data in accordance with the law, in particular the EU General Data Protection Regulation 2016/679 (GDPR).

2.2 PROCESSING PURPOSES. The processing of your data is based on the following grounds:

PURPOSE OF PROCESSING	GDPR LEGAL BASIS
LABGROUP processes your data:	The processing is necessary:
- for CLIENTS: for onboarding, vetting purposes, contract management, invoicing and accounting	- in order to take steps prior to entering into a contract with you or your company
	- to comply with legal obligations to which LABGROUP is subject
	- for purposes of legitimate interests pursued by LABGROUP (that is, CLIENT onboarding and vetting, contract management, finance and accounting management)
- for CLIENTS/USERS: for the delivery of services to the CLIENT under a service contract, for service support or for the management of LABGROUP's operations	- for the performance of a contract with you or your company
	- for purposes of legitimate interests pursued by LABGROUP (that is, services delivery and operations management)
- for the commercial management of CLIENT relations	- for the performance of a contract with you or your company
	- for purposes of legitimate interests pursued by LABGROUP (that is, service contract management, CLIENT relations, sales management and marketing)
- for USERS: for IT operations management (IT accounts and access management, IT licenses, security management, monitoring and investigations)	- for the performance of a contract with you or your company
	- for purposes of legitimate interests pursued by LABGROUP (that is, IT and asset management/protection and service delivery)
- for USERS: for access restriction to CLIENT dedicated rooms in LABGROUP's premises (badges)	- for the performance of a contract with you or your company
	- for purposes of legitimate interests pursued by LABGROUP (that is, premises/asset management and protection)
- for USERS: for LABGROUP's premises video-protection (CCTV)	- for purposes of legitimate interests pursued by LABGROUP (that is, premises/asset management and protection)
- for CLIENTS: Know-your-Customer, anti-money laundering and terrorism financing rules compliance/risk management	- to comply with legal obligations to which LABGROUP is subject and in order to take steps prior to entering into a contract with you or your company, or for the performance of a contract with you or your company

In exceptional cases, LABGROUP may need your consent for certain processing operations (which is not the case for the processing purposes detailed above). In such case, LABGROUP will ask for your consent separately.



- 2.3 DATA CATEGORIES. In addition to the information you have communicated to LABGROUP directly or through CLIENT or other USERS, LABGROUP may collect and process the following categories of personal data or documents containing such data, as relevant to your particular situation and nature of relation with LABGROUP:
- a. for CLIENTS: identity (name/last name, company, function, status), contact details (email, phone), marketing/IT/website interactions, metrics re. actions (marketing communication opened, clicks), history of communications received/interactions, copy of ID/passport, personal details (age, birth date/place, gender, residence, nationality), PEP status, sanctions/watchlists research, online due diligence search (Google hits, confirmations), onboarding analysis, final decision, service/reporting lines, professional interests, contract details (signatories, contact persons for administration, IT, operation, finance, contact details/email, position, company), CRM activities (meetings, calls, emails, communications) and reports,
 - b. for USERS, data collected and processed vary depending on the type of LABGROUP services you use, and may include: identity (name/last name, company, function, status), contact details (email, phone), CLIENT number, query/claim details (factual information provided, CLIENT/USERS/third parties involved/impacted, change/incident details, queries/instructions, notes, actions and follow up documents/data attached to users' emails, other details provided by USERS), LABGROUP employees details (complaints), ticket handling and query resolution data (query/incident/claim investigation, client instructions performance, resolution delays, proposed measures/remedial actions and implementation), communications with USERS (tickets/emails, reporting on query status), account information (email address, credentials, permissions/access rights, user name/profile, other details provided by clients/suppliers), IT traces, logfiles, IP address, and
 - c. for CLIENTS and USERS visiting or accessing LABGROUP's premises: LABGROUP access badge details (number, user profile, access rights) and data (readers activated, date/time of activation), visitor register (name, company, address, phone, email, visited person, keys provided, date/hour of entry/exit, badge provided/remitted), data centre access data (name, email, position, phone, access rights, date/hour of access entry/exit, assets accessed, access reports), CCTV feed.

Where you provide personal data on third parties (such as your employees, advisors, providers, servicers, representatives or else) to LABGROUP, you should make sure you have informed them accordingly

- 2.4 DATA RECIPIENTS. To the extent allowed by law, LABGROUP may share your data with other LABGROUP entities, CLIENT (for USER data), external counsels (auditors, lawyers, security/infocensics providers), courts/law enforcement/other competent authorities (police, CSSF, CNPD) and service providers.
- 2.5 DATA TRANSFERS OUTSIDE THE EU/EEA. To the extent allowed by law, LABGROUP may transfer your personal data outside the EU/EEA due to the location of service providers or as necessary to fulfil the above listed purposes, including to countries, which do not have a similar level of protection of personal data as the EU. In such case, and in accordance with GDPR, data transfers will be subject to appropriate safeguards, such as entering into EC approved standard contractual clauses.
- 2.6 DATA RETENTION. LABGROUP will generally retain your personal data for the duration of the relation with the CLIENT, and then for an additional period of 10 years, unless the law sets out shorter retention requirements.
- 2.7 YOUR STATUTORY RIGHTS. You have certain rights concerning your personal data under GDPR as mentioned below, and can exercise them by contacting LABGROUP at [dataprivacy@labgroup.com].
- a. **Right to information.** LABGROUP may not always have your current details and thus may not be in a position to contact you conveniently and in confidentiality. You may find at any time updated information on LABGROUP's processing of your data here, or by contacting LABGROUP at [dataprivacy@labgroup.com].
 - b. **Access right.** You have the right to access your personal data. LABGROUP processes a large quantity of information, and can thus request, in certain cases and in accordance with GDPR, that before the information is delivered, you specify the information or processing activities to which your request relates.
 - c. **Right to rectification.** You can ask LABGROUP to rectify, correct or update inaccurate and/or incorrect data.



- d. **Other rights.** In certain limited cases (in which case LABGROUP will first analyse whether the conditions for the exercise of such rights are fulfilled, in line with GDPR), you may object to, or request the limitation of, the processing of your personal data, or request the erasure or portability of your personal data. You should note that the law authorizes LABGROUP to retain and continue processing certain personal data, even where you have exercised your rights to object or erasure or -if applicable- withdraw your consent: this is the case in particular where LABGROUP has legitimate and compelling reasons for continuing the processing, such as compliance with applicable law. Finally, you can contact the Luxembourg data protection authority ([Commission nationale pour la protection des données](#)) to introduce a claim.

3. NOTICE 3: COMMUNICATION, PUBLIC/PRESS RELATIONS, WEBSITE, SOCIAL MEDIA, NEWSLETTERS, EVENT ORGANISATION

3.1 PERSONAL DATA PROCESSING. LAB LUXEMBOURG SA (**LABGROUP**) collects and processes personal data on you where (i) you or your company (which you represent or for which you act as a contact person) are an actual, former or prospective client of LABGROUP, or (ii) you are a press or PR contact, or (iii) you have subscribed to our newsletter, or (iv) you communicate with us through our website or follow us on social networks, or (v) you participate or are invited to events we organise. LABGROUP's processing of your personal data depends on your situation and the nature of our relations. LABGROUP is committed to respecting your privacy and protecting your personal data in accordance with the law, in particular the EU General Data Protection Regulation 2016/679 (**GDPR**).

3.2 PROCESSING PURPOSES. The processing of your data is based on the following grounds:

PURPOSE OF PROCESSING	GDPR LEGAL BASIS
LABGROUP processes your data:	The processing is necessary:
- for marketing and communications purposes	- for purposes of legitimate interests pursued by LABGROUP (that is, marketing and communications)
- for public/press relations management purposes	- for purposes of legitimate interests pursued by LABGROUP (that is, public/press relations)
- for newsletter subscription and management purposes	- for the performance of a contract with you (subscription)
	- for purposes of legitimate interests pursued by LABGROUP (that is, newsletter subscription and management)
- for event organisation purposes	- for purposes of legitimate interests pursued by LABGROUP (that is, event organisation)

In exceptional cases, LABGROUP may need your consent for certain processing operations (which is not the case for the processing purposes detailed above). In such case, LABGROUP will ask for your consent separately.

3.3 DATA CATEGORIES. In addition to the information you have communicated to LABGROUP directly or through your company, LABGROUP may collect and process the following categories of personal data, as relevant to your particular situation and the nature of your relation with LABGROUP:

- a. for all data subjects: identity and contact details (name/last name, email, company, function, status, phone),
- b. for client surveys, website and social media users: online interactions, metrics re. data subjects' actions (communication opened, clicks), history of communications received/interactions, form/survey responses you may provide and related metrics (e.g., time to respond to each question, IP address), IP address, webpages visited, date/hour of visit, logfile, and
- c. for participants in LABGROUP events: event invitees lists, significant other/accompanying persons, registration details, presence/no show, photos/videos.



- Where you provide personal data on third parties (such as your employees, advisors, providers, servicers, representatives, significant other/accompanying persons or else) to LABGROUP, you should make sure you have informed them accordingly.
- 3.4 DATA RECIPIENTS. LABGROUP may share your data with other LABGROUP entities and, where relevant to our relation, event organisers, social networks or other service providers.
 - 3.5 DATA TRANSFERS OUTSIDE THE EU/EEA. To the extent allowed by law, LABGROUP may transfer your personal data outside the EU/EEA due to the location of service providers or as necessary to fulfil the above listed purposes, including to countries, which do not have a similar level of protection of personal data as the EU. In such case, and in accordance with GDPR, data transfers will be subject to appropriate safeguards, such as entering into EC approved standard contractual clauses.
 - 3.6 DATA RETENTION. If you are a client or a contact person for a client of LABGROUP, we will generally retain your personal data for the duration of our relation (or our relation with your employer, as the case may be), and then for an additional period of 10 years, unless the law sets out shorter retention requirements. Data relating to satisfaction surveys and event management are generally retained for 3 years from the date of collection. Otherwise, we will retain your data for the duration of our relation (e.g., until you unsubscribe from receiving our newsletter).
 - 3.7 YOUR STATUTORY RIGHTS. You have certain rights concerning your personal data under GDPR as mentioned below, and can exercise them by contacting LABGROUP at [dataprivacy@labgroup.com].
 - a. **Right to information.** LABGROUP may not have your current details and thus cannot contact you conveniently and in confidentiality. You will find at any time updated information on LABGROUP's processing of your data here or by contacting LABGROUP at [dataprivacy@labgroup.com].
 - b. **Access right.** You have the right to access your personal data. LABGROUP processes a large quantity of information, and can thus request, in certain cases and in accordance with GDPR, that before the information is delivered, you specify the information or processing activities to which your request relates.
 - c. **Right to rectification.** You can ask LABGROUP to rectify, correct or update inaccurate and/or incorrect data.
 - d. **Right to object to commercial prospection processing.** You can ask LABGROUP at any time to discontinue the processing of your data for commercial prospection purposes.
 - e. **Other rights.** In certain limited cases (in which case LABGROUP will first analyse whether the conditions for the exercise of such rights are fulfilled, in line with GDPR), you may object to, or request the limitation of, the processing of your personal data, or request the erasure or portability of your personal data. You should note that the law authorizes LABGROUP to retain and continue processing certain personal data, even where you have exercised your rights to object or erasure or -if applicable- withdraw your consent: this is the case in particular where LABGROUP has legitimate and compelling reasons for continuing the processing, such as compliance with applicable law. Finally, you can contact the Luxembourg data protection authority ([Commission nationale pour la protection des données](#)) to introduce a claim.



4. NOTICE 4: SUPPLIERS

4.1 PERSONAL DATA PROCESSING. LABGROUP LUXEMBOURG SA (**LABGROUP**) collects and processes personal data on its actual, former and prospective suppliers, as well as on their employees detached to LABGROUP in the context of missions of service contracts. LABGROUP acts as the controller of such processing and is committed to respecting your privacy and protecting your personal data in accordance with the law, in particular the EU General Data Protection Regulation 2016/679 (**GDPR**).

a. For external staff (advisors, consultants, detached personnel, temporary workers), please read Notice 1.

4.2 PROCESSING PURPOSES. The processing of your data is based on the following grounds:

PURPOSE OF PROCESSING	GDPR LEGAL BASIS
LABGROUP processes your data:	The processing is necessary:
- to select, onboard, manage and evaluate suppliers	- in order to take steps prior to entering into a contract with you, and for purposes of legitimate interests pursued by LABGROUP (that is, supplier management)
- as required by law (accounting rules, financial sector regulations or other) and make legally required filings or reporting to authorities	- to comply with legal obligations to which LABGROUP is subject
- to manage transactions, service contracts and payments	- for the performance of a contract with you or pre-contractual measures
	- to comply with legal obligations to which LABGROUP is subject

4.3 DATA CATEGORIES. In addition to the information you have communicated or may communicate to LABGROUP, LABGROUP may collect and process the following categories of personal data:

- a. name, position/function, company, contact details (address, email, phone),
- b. professional details (registered seat, legal/corporate form, RCS number, VAT number, contact persons/details for corporate suppliers), banking details (bank, IBAN), financial data (invoice details, payments),
- c. services provided, supplier chain, offers/orders, service reception details, selection/onboarding/appraisal process (CV, certification details, timesheets, task review, comments/feedback, claims, disputes), contract details, confidentiality undertakings.

Where you provide personal data on third parties (such as your employees or contractors) to LABGROUP, you should make sure you have informed them accordingly.

4.4 DATA RECIPIENTS. LABGROUP may share staff's data with other LABGROUP entities, lawyers, external counsels, auditors, accountants, administrations and authorities (tax administrations, CSSF, CNPD, ILNAS, etc.) and clients (as necessary or relevant for service provision).

4.5 DATA TRANSFERS OUTSIDE THE EU/EEA. LABGROUP does not routinely transfer your personal data outside the EU/EEA. Should this be the case, LABGROUP will comply with applicable requirements and ensure that such transfer are:

- a. limited to what is necessary to perform the contract with you, or conclude a contract with a third-party in your interest, or
- b. justified by the establishment, exercise or defense of legal claims, and/or
- c. covered by appropriate safeguards, such as entering into EC approved standard contractual clauses with data importers.



- 4.6 DATA RETENTION. LABGROUP will retain your personal data for the duration of our relation (or the relation with your company), and then for the mandatory retention duration set forth by applicable law (typically 10 years).
- 4.7 YOUR STATUTORY RIGHTS. You have certain rights concerning your personal data under GDPR as mentioned below, and can exercise them by contacting LABGROUP at [dataprivacy@labgroup.com].
- a. **Right to information.** LABGROUP may not always have your current details and thus cannot contact you conveniently and in confidentiality. You can find at any time updated information on LABGROUP's processing of your data here, or by contacting [dataprivacy@abgroup.com].
 - b. **Access right.** You have the right to access your personal data. LABGROUP processes a large quantity of information, and can thus request, in certain cases and in accordance with GDPR, that before the information is delivered, you specify the information or processing activities to which your request relates.
 - c. **Right to rectification.** You can ask LABGROUP to rectify, correct or update inaccurate and/or incorrect data.
 - d. **Other rights.** In certain limited cases (in which case LABGROUP will first analyse whether the conditions for the exercise of such rights are fulfilled, in line with GDPR), you may object to, or request the limitation of, the processing of your personal data, or request the erasure or portability of your personal data. You should note that the law authorizes LABGROUP to retain and continue processing certain personal data, even where you have exercised your rights to object or erasure or -if applicable- withdraw your consent: this is the case in particular where LABGROUP has legitimate and compelling reasons for continuing the processing, such as compliance with applicable law. Finally, you can contact the Luxembourg data protection authority ([Commission nationale pour la protection des données](#)) to introduce a claim.