

flow2thrive Sverige AB Privacy Policy_Website & Surveys

This privacy policy will explain how flow2thrive Sverige AB uses the personal data we collect from you specifically when you use:

- The flow2thrive.com website
- The flow2thrive index
- The flow2thrive personal habit inventory questionnaire

Covered:

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What data do we collect?

flow2thrive collects the following data:

flow2thrive index:

- No personally identifiable data
- Health data: respondents own view on mental, physical health, cognitive performance, energy, emotions, habits and views related to place of work, way of working and way of living

flow2thrive Personal Habit Inventory Questionnaire (PHIQ)

- Name
- Email address
- Health data: respondents own view on mental, physical health, cognitive performance, energy, emotions, habits and views related to place of work, way of working and way of living

Cookies – see further on in this document

How do we collect your data?

You directly provide flow2thrive with most of the data we collect. We collect data and process data when you:

- Use or view our website via your browser's cookies.
- Voluntarily participate in and complete the flow2thrive index or the flow2thrive Personal Habit Inventory Questionnaire (PHIQ). We collect your personal data, via our partner SurveySparrow, the

platform used for administering surveys and data collection. For information about the data security measures applied by SurveySparrow, please access it here:

<https://surveysparrow.com/legal/security/>

Flow2thrive may also receive your data indirectly from the following sources:

- Linkura AB. An assigned and named personal coach will have viewing access to your personal data collected with Linkura for the purposes of personal coaching, via the Linkura coaching platform. ***flow2thrive Sverige AB does not have direct access to, and never stores any personal data collected via the Linkura monitor or app.*** Neither does flow2thrive Sverige AB share any data with Linkura. For information on Linkura's privacy policy, please visit: <https://www.linkura.com/policy/privacy#:~:text=Linkura%20only%20discloses%20potentially%20personally,not%20to%20give%20out%20this>
- Other eco-system partners that are relevant for a specific project

How will we use your data?

flow2thrive collects your data so that we can:

- Deliver strategic wellbeing projects to clients, at which point your prior consent will be required
- Provide coaching to both individual and corporate clients, at which point your prior consent will be required

How do we store your data?

Data collected via SurveySparrow, our partner that provides a platform for designing and administering customized, white label surveys is stored with Amazon Web Services in Frankfurt, Germany. SurveySparrow's data privacy and GDPR policies can be accessed here:

- **Security:** <https://surveysparrow.com/legal/security/>
- **DPA:** <https://surveysparrow.com/legal/dpa/>
- **HIIPA:** <https://help.surveysparrow.com/hipaa-compliance-surveysparrow>
- **GDPR:** <https://help.surveysparrow.com/gdpr-commitment>

flow2thrive securely stores other, not SurveySparrow related data on OneDrive, at Microsoft, United Arab Emirates.

flow2thrive will keep personal data for a period of six months. Once this period has expired, we will delete your data, with the exception of data collected via the flow2thrive index or flow2thrive Personal Habit Inventory Questionnaire (PHIQ), which will be deleted within two weeks after a project has ended.

Who can access your data?

Only Linda Jarnhamn, founder and owner of flow2thrive can access your personal data.

SurveySparrow does not have the right to access to your personal data, see link <https://surveysparrow.com/legal/terms-of-service/#purpose-limitation>, section 8.0 Data Protection.

Marketing

flow2thrive does not send unsolicited marketing related emails, and as such will not use any personal data available for this purpose.

What are your data protection rights?

flow2thrive would like to make sure you are fully aware of all of your data protection rights. Every user is entitled to the following:

- **The right to access** – You have the right to request flow2thrive for copies of your personal data. We may charge you a small fee for this service.
- **The right to rectification** – You have the right to request that flow2thrive correct any information you believe is inaccurate. You also have the right to request flow2thrive to complete the information you believe is incomplete.
- **The right to erasure** – You have the right to request that flow2thrive erase your personal data, under certain conditions.
- **The right to restrict processing** – You have the right to request that flow2thrive restrict the processing of your personal data, under certain conditions.
- **The right to object to processing** – You have the right to object to flow2thrive’s processing of your personal data, under certain conditions.
- **The right to data portability** – You have the right to request that flow2thrive transfer the data that we have collected to another organization, or directly to you, under certain conditions.

If you make a request, we have one month to respond to you. If you would like to exercise any of these rights, please contact us at our email: linda.jarnhamn@flow2thrive.com

Call us at: +46763281230

Or write to us: Linda Jarnhamn, flow2thrive Sverige AB, Nyköpingsvägen 3, 611 76 Nävekarv, Sweden.

Cookies

Cookies are text files placed on your computer to collect standard Internet log information and visitor behavior information. When you visit our website, we may collect information from you automatically through cookies or similar technology. For further information, visit allaboutcookies.org.

How do we use cookies?

- Flow2thrive uses cookies in a range of ways to improve your experience on our website, including:
- Statistics on how our website is used

What types of cookies do we use?

- There are a number of different types of cookies, however, our website uses:
 - **Functionality** – Flow2thrive uses these cookies so that we recognize you on our website and remember your previously selected preferences. These could include what language you prefer and location you are in.
 - **Advertising** – Flow2thrive uses these cookies to collect information about your visit to our website, the content you viewed, the links you followed and information about your browser, device, and your IP address. Flow2thrive never share any of this data with third parties.

How to manage cookies

You can set your browser not to accept cookies, and the above website tells you how to remove cookies from your browser. However, in a few cases, some of our website features may not function as a result.

Privacy policies of other websites

The flow2thrive website contains links to other websites. Our privacy policy applies only to our website, so if you click on a link to another website, you should read their privacy policy.

Changes to our privacy policy

flow2thrive keeps its privacy policy under regular review and places any updates on this web page. This privacy policy was last updated on 17 March 2022.

How to contact us

If you have any questions about flow2thrive's privacy policy, the data we hold on you, or you would like to exercise one of your data protection rights, please do not hesitate to contact our data protection officer: Linda Jarnhamn.

Email: linda.jarnhamn@flow2thrive.com

Call: +46763281230

Write: Linda Jarnhamn, flow2thrive Sverige AB, Nyköpingsvägen 3, 611 76 Nävekvarn, Sweden.

How to contact the appropriate authority

Should you wish to report a complaint or if you feel that flow2thrive has not addressed your concern in a satisfactory manner, you may contact the Swedish Authority for Privacy Protection; Phone number: +46 (0)8 657 61 00, E-mail: imy@imy.se, Postal address: Integritetsskyddsmyndigheten, Box 81 14, 104 20 Stockholm, Sweden