



Job Applicant Privacy Notice (compliant with GDPR)

As part of any recruitment processing iQU Online B.V. collects and processes personal data relating to job applicants gathered from LinkedIn and or Glassdoor. We are committed to be transparent about how we collect and use that data and to meet our data protection obligations.

What information do we collect?

iQU Online B.V. collects a range of information about you.

This includes:

- your name, address and contact details, including email address and telephone number;
- details of your qualifications, skills, experience and employment history;
- information about your current level of remuneration, including benefit entitlements;
- whether you have a disability for which the organization needs to make reasonable adjustments during the recruitment process;
- and information about your entitlement to work in the Netherlands.

iQU Online B.V. may collect this information in a variety of ways. For example, data might be contained in application forms, CVs or resumes, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment. We may also collect personal data about you from third parties, such as references supplied by former employers. We will seek information from third parties only once a job offer to you has been made and will inform you that we are doing so. Data will be stored in a range of different places, including on your application record, in HR management systems and on other IT systems (including email) for no more than 4 weeks following an unsuccessful application.

Why does iQU Online B.V. process personal data?

We need to process data to take steps at your request prior to entering into a contract with you. We may also need to process your data to enter into a contract with you. In some cases, we need to process data to ensure that we are complying with its legal obligations. For example, it is mandatory to check a successful applicant's eligibility to work in the Netherlands before employment starts. iQU Online B.V. has a legitimate interest in processing personal data during the recruitment process and for keeping records of the job application process. Processing data from job applicants allows us to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. We may also need to process data from job applicants to respond to and defend against legal claims. We process such information to carry out its obligations and exercise specific rights in relation to employment. If your application is unsuccessful, iQU Online B.V. may keep your personal data on file for no longer than 30 days from receipt, in case there are future employment opportunities for which you may be suited. We will ask for your consent before it keeps your data for this purpose and you are free to withdraw your consent at any time. Who has access to data? Your information may be shared internally for the purposes of the recruitment exercise. This includes members of the HR and recruitment team, interviewers involved in the recruitment process, managers in the business area with a vacancy and IT staff if access to the data is necessary for the performance of their roles. We will not share your data with third parties, unless your application for employment is successful and we make you an offer of employment. We will then share your data with former employers to obtain references for you, employment background check providers to obtain necessary background checks.

How does iQU Online B.V. protect data?

We take the security of your data seriously. We have internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties.

For how long does iQU Online B.V. keep data?

If your application for employment is unsuccessful, the organization will hold your data on file for 4 weeks after the end of the relevant recruitment process. If you agree to allow us to keep your personal data on file, we will hold your data on file for one year for consideration for future employment opportunities. At the end of that period, or once you withdraw your consent, your data is deleted or destroyed. You will be asked when you submit your CV whether you give us consent to hold your details for the full period to be considered for other positions or not. If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your Human Resources file (electronic and paper based) and retained during your employment.

The periods for which your data will be held will be provided to you in a new privacy notice.

Your rights as a data subject,

You can:

- access and obtain a copy of your data on request;
- obtain information about what kind of personal data we have acquired so far and what we do with this data;
- require us to change incorrect or incomplete data;
- require us to send your personal data to another party;
- require us to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing;
- object to the processing of your data where we are relying on its legitimate interests as the legal ground for processing; and
- file a complaint about the processing of your personal data with the Dutch Data Protection Authority (Autoriteit Persoonsgegevens).

If you would like to exercise any of these rights, please contact villia@iqu.com.

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide data to iQU Online B.V. during the recruitment process. However, if you do not provide the information, we may not be able to process your application properly or at all.