

## Privacy statement - job applicants

### 1. Who is this privacy statement for

This privacy statement relates to the processing of personal data of job applicants of G&S Vastgoed, hereinafter referred to as: we. We respect the privacy of our job applicants and that's why we handle your personal data with care. When handling your personal data, we do so in accordance with the requirements of the General Data Protection Regulation (GDPR). In this privacy statement we inform you about how we process your personal data.

### 2. Who is the controller responsible for processing your personal data

G&S Vastgoed is the controller responsible for determining the purpose and means for the processing of your personal data. G&S Vastgoed is a part of Koninklijke VolkerWessels N.V. and its operating companies, hereinafter VolkerWessels. It is possible that your personal data are actually processed by VolkerWessels.

We process the personal data of job applicants for several purposes and explain this in more detail below. Not all of these processing purposes will apply to you. In case a processing purpose or part thereof does not apply to you, your personal data mentioned under that purpose will not be processed for that purpose. Your name, address, city, e-mail address and telephone number may be processed for any of the purposes. For each purpose we specify what personal data we may process:

- a. **Purpose: to assess suitability for a certain job, position or assignment;**  
Personal data that may be processed: nationality, date and place of birth, sex, marital status, curriculum vitae (CV), motivation letter, education details, results of assessments, psychological and medical examinations/tests, certificate of conduct, registration at the Credit Registration Office of the Netherlands (BKR), copy of references, copy of passport photo.
- b. **Purpose: for other recruitment and selection purposes, including correspondence with job applicants, administering tests or (medical) examinations;**  
Personal data that may be processed: nationality, date and place of birth, sex, marital status, CV, motivation letter, education details, results of assessments, psychological and medical examinations/tests, copy of references, copy of passport photo.
- c. **Purpose: to comply with applicable laws and regulations;**  
(For example, to provide information to the Tax and Customs Administration or to comply with a court order or demand from an investigative authority).  
Personal data that may be processed will depend on the specific laws and regulations that must be observed, but will usually include at least your name, address, city, and telephone number.

### 3. How we collect your personal data

Your personal data are obtained in several ways:

#### Generally

- By you providing your personal data directly.
- By a recruitment and selection agency providing your personal data.

#### Digitally

- Via the use of the website(s) of VolkerWessels and the cookies placed thereon.
- Through cookies stored on your computer or mobile device when visiting our websites.

### 4. How we protect your personal data

In order to protect your personal data as best as possible we take appropriate organisational and technical measures to prevent abuse, loss, unauthorised access, undesirable disclosure, unauthorised modification or other unlawful processing.

Our employees who have access to your personal data are bound by a confidentiality clause and can access your personal data only if this is necessary for the performance of their job.

To ensure your personal data is adequately protected and kept confidential, we will conclude a processing agreement with any third parties that process your personal data under our instructions.

## Your rights and how to exercise them

The GDPR grants individuals various rights to guarantee their privacy. These also apply to you as a job applicant. You have the following rights:

- The right to inspect your personal data;
- The right to modify/supplement your personal data;
- The right to delete your personal data;
- The right to restrict the processing of your personal data;
- The right to portability of your personal data;
- The right to object to the processing of your personal data.

You can submit a request to exercise one or more of the above rights to our Privacy contact person in writing via [l.kassa@gensvastgoed.nl](mailto:l.kassa@gensvastgoed.nl)

When we receive a request we will, depending on the nature of the request, first weigh up the interests involved and assess whether we can and are allowed to comply with the request. We will then respond appropriately.

If you do not receive a response to your request in a timely manner, or if the request is denied, you may submit your objection to the Privacy Taskforce of VolkerWessels. In addition, you always have the right to file an objection with the Dutch Data Protection Authority or start legal proceedings before the competent court.

### 5. Provision of personal data to third parties

VolkerWessels and G&S Vastgoed will not share your personal data with third parties without your consent.

### 6. Retention period

We will not retain your personal data any longer than is necessary for the purposes for which the data were obtained, unless we are legally obliged to retain the data for a longer period.

### 7. Amendments

We reserve the right to amend this privacy statement unilaterally. We will inform you appropriately of any amendments. This privacy statement was last updated on **25<sup>th</sup> of September**

### 8. Contact / questions

If you have any questions about this privacy statement, please contact the Privacy contact person via [l.kassa@gensvastgoed.nl](mailto:l.kassa@gensvastgoed.nl)