

## Data Protection Policy Applicants

Koninklijke Nedschroef Holding B.V. collects and processes the personal data provided by applicant for the purpose of processing of the job applications, the processing will be done in accordance with international and local privacy legislation.

This data is provided by you (the applicant) and the processing only takes place if you have given consent to do so.

If the application results in an employment contract, the provided data will be processed for the purpose of processing the employment relationship in compliance with the statutory provisions.

The application data is only distributed internally to the responsible associates for validation and/or to prepare for interviews.

The application data is transferred to the relevant country, this will only be outside of the European Economic Area (EEA) if the applicant applies for position at an organization that is also located outside of the EEA.

Application data for positions within the EEA will always be processed within the EEA.

You can contact the IT Security risk and compliance officer for data privacy and processing questions and or issues at the following address: [datasecurity@nedschroef.com](mailto:datasecurity@nedschroef.com)

If the application does not result in an employment contract, the application documents and all related information to the application will be deleted within six months and in accordance with local legislation unless you have provided consent that the data can be stored for a longer period of time.

In accordance with the data privacy law, you have the following rights with regards to the processing of your personal data:

- Correction of information
- Deletion of information
- Blocking, data transfer
- Restriction of processing.
- Publication of data provided to you in a structured, common, and machine-suitable format.
- Withdraw consent and to object to the processing based on legitimate interest
- Lodge a complaint with the supervisory authority

As part of the contract initiation/relationship, you must provide all relevant personal data. Provide data for the establishment and implementation of a contractual relationship and the fulfillment of the associated contractual obligations are required or which we are legally obliged to collect.

Note on sensitive data:

In order to process your application Nedschroef is required by law to obtain your personal information, in particular the curriculum vitae, certificates and other and possibly sensitive information like information about intellectual and physical health, racial or ethnic origin, political opinions, religious or philosophical beliefs, union or political party membership, or sex life.

By submitting this data, you agree to the processing of this data by Nedschroef.

Department	Identification #	Issue date	Revision	Process owner	Approved	Page
H-Legal	I-010	01-02-2022	00	Group General Counsel	TH	1 of 1