

## Privacy statement for applicants

Avit Group B.V. and its affiliated companies (hereinafter 'Avit') attach great importance to the protection of your privacy. We ensure that the processing of your personal data takes place in a manner that complies with existing laws and regulations. Your personal data will be treated confidentially by us.

If you as an applicant have any questions after reading this privacy statement, please contact us using the contact details in the final paragraph.

### Your personal data which we process

Avit processes the following personal data of applicants:

- Name and address
- Contact details (telephone number and email address)
- Employment history, education and training courses and any other details provided in your CV / letter of application or during the application procedure

### Purposes and grounds for processing

Avit collects and uses personal data for:

- the implementation of the application procedure
- internal control and corporate security
- the implementation or application of legal obligations incumbent on Avit

Finally, Avit processes personal data if the applicant has given permission to do so, whereby the applicant has the right to withdraw this permission at any time.

### Sharing of personal data with third parties

We will only provide personal data to third parties to facilitate the abovementioned purposes and to assist us in the application procedure. Such parties will process your personal data under our responsibility and subject to the conditions set forth in a data processing agreement.

In case you apply for a job via third parties on our careers website, we are not responsible for the processing of your personal data by such external websites. This privacy statement does not apply to this situation, and we kindly refer you to the privacy statements of the relevant parties.

### Retention period

Personal data are not kept longer than necessary for the purposes for which they were collected. The applicable laws and regulations (on data retention) are always consulted and observed.

Avit will keep the applicants' data during and after the application procedure. At the end of the application procedure, the personal data of the applicant will be deleted within four weeks after the end of the application procedure, unless the applicant joins Avit (in which case the information about the processing of personal data as set out in the Avit Privacy Statement for Employees applies from the time of joining)

or unless the applicant has given permission to keep his personal data for a longer period after the end of the application procedure.

In the event of complaints or disputes regarding the contact or the application procedure, we may retain your personal data for the duration of the handling of these complaints and disputes. When it is clear that a complaint or dispute has been resolved, the personal data stored for this purpose will be deleted, unless you have given us permission to keep the data longer and this longer retention period has not yet expired.

### **Security of personal data**

We have appropriate security measures in place to protect against the misuse, loss, unauthorised access, unwanted disclosure and unauthorised alteration of your personal information. These security measures include, but are not limited to, limiting access to only individuals on a need-to-know basis, password protection, secure data storage, and physical security measures.

### **Your rights**

You have the right to request us to access and/or rectify the personal data we process about you, to have them erased and/or protected, and to object to the processing of your personal data. In addition, in certain cases you have the right to restrict the processing of your personal data and the right to data portability your personal data.

In addition to the above rights, you have the right at any time to lodge a complaint about the processing of your personal data with the Autoriteit Persoonsgegevens (in Belgium: Gegevensbeschermingsautoriteit). In this case, we would appreciate it if you would first contact us to see if we can resolve your complaint.

If you have given permission for the use of your data, you have the right to withdraw this permission. The withdrawal applies to future use of your data. The withdrawal of your consent does not affect the lawfulness of the processing of your personal data prior to the withdrawal of consent.

If you wish to invoke your rights, please send your request to [privacy@avitgroup.com](mailto:privacy@avitgroup.com).

### **Amendment of this statement**

Avit reserves the right to amend this privacy statement.

### **Contact and questions**

If you want to know more about this privacy statement, or if you have a question, request or complaint about the processing of your personal data, you can contact us via [privacy@avitgroup.com](mailto:privacy@avitgroup.com) or +31880321018 or by post (Avit Group B.V., attn. Avit Privacy Officer, Ecu 21, 8305 BA Emmeloord, the Netherlands).

*This privacy statement has been drawn up in Dutch and in English. In case of any inconsistencies between different versions the Dutch version will always prevail.*