



Privacy Statement Applicants

Thank you for your interest in our organization and our jobs! We appreciate your application and are happy to see if there is a match.

In order to review how you fit in our roles, we ask you to share some personal information with us. In this statement we would like to inform you about how we deal with your personal data.

Who are we?

Stichd group BV is the holding company of several stichd entities such as stichd BV, stichd logistics BV and stichd sportmerchandising (further together referred to as "stichd"). We are responsible for the processing of your data. stichd is located at:

De Waterman 2
5215 MX 's-Hertogenbosch
The Netherlands

For general and vacancy / job related questions, you can call us on phone number + 31-73 688 9393 or send us an e-mail: HRM@stichd.com. For privacy related matters you can contact privacy@stichd.com

To whom is this privacy statement applicable?

This Privacy statement applies to everyone who applies for a job at stichd.

For what personal data do we ask?

With your application, we ask for the following data:

- Name/address, e-mail address, phone number and other contact data;
- Motivational letter and resume (information about e.g., education, internships, working experience, hobby's);
- Extra information that we or you consider as valuable and relevant for the job.

Legal basis for processing: necessary processing in order to take steps at the request of the data subject prior entering into a contract, article 6 sec. 1 lit b GDPR (necessary processing for the purpose of recruitment, art. 88 GDPR). Furthermore, we could consider business social media (such as LinkedIn and references). We will not gather/use information that is available from (or about) you on the internet, which has clearly not professional character and that is not necessary or relevant for the job for which you have applied.

For what do we use this data?

We use this data to judge whether there is enough match between your profile and our job(s). We could also use your data to get in touch with you, or to maintain contact/relationship. We process your personal data on the following legal grounds:

- If you have given your approval for that (in written or through e-mail);
- In the light of an employment contact with us or internship;
- If we have another justified grounds

How long will we keep your data?

If you get the job, we will keep this data as long as you are employed by us, as a part of your personnel file. When you leave our company, as a general rule we will keep this data until 2 years after the termination date. It goes without saying that during employment we will gather and process additional personal data from you which we will process in accordance with the GDPR, and we will keep in accordance with the laws. Information on that is set out in the privacy notice in place for our employees. If you do not get the job, we will keep your personal data for a maximum of 6 months. If you consent that we can keep your data for other possibilities in the future, we will keep your data for a period of 12 months. Note that you can always withdraw this consent, see below.

stichd[®]

Are my personal data well secured & protected?

Like you we do not want your personal data to become public, and that is why we do everything to keep your data private. The data that you have given us for your application will be stored on a secured database, hosted from the Netherlands.

Do we give your personal data to others?

Except for the people who are directly involved in the job interview process, we do not give your data to anyone else (also not outside of the EU), unless we have the legal obligation to do so or unless we have your approval beforehand.

Sometimes we hire a recruitment agency or recruiter to support us in the search. They will then give your personal data to us, and we will only give information to these parties about the process & continuation of the interviews.

Who has access to my personal data?

Within Stichd your personal data are only shared with the ones who are directly involved in the interview process. Such as the HR team, the manager or other people who will have the interviews. They have an obligation to handle your data with care and confidentiality.

Questions about the processing of your data

According to the GDPR, you have certain rights regarding your personal data. You have the right to see, rectify or remove your data. You can also object to the use or processing of your personal data or ask for a limitation of this use. You can at all times exercise your rights in the your account environment at the [workatstichd](https://www.werkatstichd.nl) website. You can also change your settings or add, delete or amend any personal data. If you have any questions regarding this topic, please contact us privacy@stichd.com.

Do you have a complaint? Please contact us!

If you have any complaint about how we handle your personal data, please contact us by sending an e-mail to privacy@stichd.com. We will contact you to discuss your complaint and we will do anything to solve the issue. We will respond to you within the deadline of thirty days. If this does not lead to any satisfactory solution, you have the possibility to contact the local authority (in the Netherlands: *Autoriteit Persoonsgegevens*).

Changes of the privacy statement

The privacy statement may change in future. The statement on the moment of your application is valid. The most recent version will be available through the [workatstichd](https://www.werkatstichd.nl) website and can be sent to you at your first request.