



## Applicant Data Privacy Notice

### Introduction

Mopinion (hereinafter: we, us, our) processes and stores personal data of applicants and other persons who respond to vacancies or who are interested in working for Mopinion. We process personal data in accordance with the applicable privacy legislation, including the GDPR (General Data Protection Regulation).

Below is an explanation of how Mopinion processes and stores personal data. More specifically which data is collected, what that data is used for, how the data is stored and how long the data is stored. It also includes a description of the privacy rights you have and how you can contact Mopinion.

### Purposes of processing

You can provide your personal data to Mopinion by post, by e-mail or by issuing or handing over letters or documents. Your data can also be obtained through third parties or websites. These data include, for example, contact details (name, address, telephone number, email etc.), qualification details (CV, work experience, etc.) or application information. Mopinion will only process these and other personal data provided for the following purposes:

- Establishing and maintaining contact;
- Answering your questions or providing information requested by you;
- Making a selection of candidates to start an application procedure with;
- Going through an application procedure;
- Conducting correct administration and internal management;
- Handling your possible complaints and resolving disputes;
- Going through the pre-contractual phase and being able to enter into an employment contract with you.

### Legal basis for processing

Mopinion has a legitimate interest in the processing of personal data. The data is necessary to be able to fill vacant and future vacancies and to fulfill the aforementioned goals. In addition, Mopinion may have a legal obligation to process or store personal data.



## Security of personal data

Your data is securely stored on an external HR tool. The protection of this tool is in accordance with the guidelines and only accessible to Mopinion's HR employees.

Your data is not shared with any third party and is not used in or for automated decision-making and profiling.

## Data retention

Mopinion stores your data during and after the recruitment and selection period. Your data will be stored for a maximum of one year after the recruitment and selection procedure is finalized, unless a longer period is necessary for legal obligations or in relation to a legal claim.

## Privacy rights

You have a number of individual privacy rights that you can invoke, such as the right to view your data, the right to have your data corrected and the right to have your data erased (the "right to be forgotten"). Mopinion does not always have to comply with your claim to one of these rights. If you invoke one of these rights, Mopinion will inform you within one month, stating reasons, whether the request has been complied with.

You can send your request by post or e-mail to:

Mopinion  
Request GDPR  
Pannekoekstraat 104  
3011 LL Rotterdam  
employees@mopinion.com

## Further information

Do you have questions about this privacy statement or about Mopinion's use of your personal data? Then please contact us: 0031 (0) 10 82 000 75.

This privacy statement was drafted on February 6, 2020. We reserve the right to unilaterally change this privacy statement. We advise you to consult this privacy statement regularly so that you remain informed.

