

Expereo Recruitment Privacy Policy

* The term "Expereo" refers to Expereo International B.V and its affiliates (<https://www.expereo.com/contact>)

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1. Introduction

Expereo International B.V. and all companies in the Expereo company group (collectively “Expereo”, “we” or “us”) values your trust and is committed to the responsible management, use and protection of personal information.

This Recruitment Privacy Statement describes our practices in connection with all the information that we collect through the Expereo Career website (<https://www.expereo.com/careers>) in connection with your application for a job or internship with Expereo, or one of Expereo’s affiliates.

2. Types of personal data we collect

During the recruitment process, we may collect and process the following types of personal data:

- Contact Information: Your name, email address, phone number, and postal address.
- Employment History: Your CV/resume, employment details, references, and professional qualifications.
- Identification Data: Your date of birth, nationality, and government-issued identification numbers (where applicable).
- Other Information: Any information you voluntarily provide in your application, such as cover letters or personal statements.

3. Purpose of Data Processing

We will process your personal data for the following purposes:

- To evaluate your suitability for the position(s) you have applied for.
- To manage and process your application throughout the recruitment process.
- To communicate with you regarding interviews, updates, or feedback.
- To comply with legal or regulatory obligations, if applicable.
- If applicable and with your explicit consent, to retain your data for future employment opportunities within Expereo.

4. Legal grounds for Processing

We process your personal data based on the following legal grounds:

- Consent: By submitting your application, you provide your consent for us to process your personal data for recruitment purposes.
- Contract: Processing is necessary for taking steps prior to entering into an employment contract with you.
- Legitimate Interest: We may process your data to manage our recruitment process and maintain an efficient hiring system.

- Legal Obligations: Where required, we may process your data to comply with applicable laws and regulations.

5. Data sharing and transfers

We may share your personal data with the following recipients:

- Expereo's employees: Employees and managers involved in the recruitment process.
- Third-Party Service Providers: Background check agencies, IT service providers, or recruitment platforms involved in processing your application.
- Affiliated Entities: Other companies within the Expereo group, including entities located outside the European Economic Area (EEA), for recruitment purposes.

When transferring personal data to third-party Data Processors, Expereo ensures that such transfers are subject to appropriate safeguards according to the Expereo Data Privacy Code , such as:

- Contracts that impose obligations to protect personal data in line with the Group's standards and GDPR requirements.
- Ongoing monitoring of the third-party's compliance with data protection obligations.

6. Data retention

Your personal data will be retained for as long as necessary to complete the recruitment process. If your application is unsuccessful, we will retain your data for 180 days to consider you for future roles, unless you withdraw your consent.

Data required for compliance with legal obligations may be retained for longer periods, as required by law.

7. Your Rights

Under applicable data protection laws, you have the following rights:

- **Right to Access:** You can request access to the personal data we hold about you.
- **Right to Rectification:** You have the right to request correction of inaccurate or incomplete data.
- **Right to Erasure:** You may request the deletion of your personal data where it is no longer necessary for the purposes it was collected or processed.
- **Right to Restrict Processing:** You may request that we limit the processing of your data under certain circumstances.
- **Right to Data Portability:** You have the right to receive your data in a structured, commonly used format and transfer it to another data controller.

- **Right to Withdraw Consent:** Where processing is based on consent, you have the right to withdraw your consent at any time.

To exercise these rights, please contact us at talentacquisition@expereo.com.

8. Expereo Careers website and Cookies Policy

While using the Expereo Career website (<https://www.expereo.com/careers>) you may also interact with other parts of our website.

For more information about how we handle data collected via our website, including the use of cookies, please refer to our Website Privacy Statement and Cookies Policy available at <https://www.expereo.com/privacy-policy>.

By using the Expereo Career website, you agree to the processing of data in accordance with Expereo Privacy Statement and Cookies Policy, which provide details on data collected via cookies, analytics tools, and third-party services.