

Privacy statement job applicants

This privacy statement provides information about the processing of personal data of job applicants that respond to job openings via the Careers page on the Invest International website (<https://investinternational.homerun.co/>). When processing your personal data, Invest International respects the requirements of the General Data Protection Regulation (hereinafter: "GDPR"). All privacy sensitive information provided by you to Invest International is covered by this privacy statement. Invest International makes reasonable efforts to treat your privacy sensitive information confidentially and will only use the information for the purposes described below. Invest International reserves the right to modify this privacy statement if required by changes in our policy, business operations, the law or case law. Any minor modifications to this privacy statement shall be announced on the Invest International website. In cases where there are more significant modifications to the privacy statement, current applicants will be notified of these changes via e-mail.

Job applicants

If you decide to respond to a job opening via Invest International's website, your personal data will be used to determine whether your skills and background match the job requirements for the relevant job opening (see below for an overview of the personal data we collect). The data will only be shared with the relevant Invest International employee(s). Your data will not be used for other purposes and will not be shared with third parties. Your personal data will solely be processed within the European Economic Area or in a country for which an adequacy decision has been issued by the European Commission.

Personal data collected

When responding to a job opening via Invest International's Career page, the following data may be collected:

- First and last name
- E-mail address
- Your LinkedIn
- Education
- Experience
- Resume
- Motivational letter
- Data provided to us by your referees (if applicable). These are reference points that you have given us to contact.

The information you include in your resume or motivational letter falls under your own responsibility. This information might (indirectly) contain (special) personal data. By sending us this information you give us explicit permission to process it. We will treat all personal data provided by you with care and only process it in relation to the assessment of your application.

Purposes of processing your personal data

As part of the recruitment process, Invest International may process your personal data for one or more of the following reasons:

- To assess your application for the job offered and to communicate with you within the recruitment process
- For screening purposes. Employee screenings are carried out by Validata Group B.V. (hereinafter: Validata), for more information see below.
- Based on your consent, to contact you in case of an alternative career opportunity within Invest International
- Based on your consent, to ask you about your experience within the recruitment process
- In the event of a legal obligation, we reserve the right to disclose information about you if we are required to surrender it to competent authorities or law enforcement bodies. The legal basis is Article 6 (1) c) GDPR.

We will not process your personal data for any other purposes than those listed above.

Homerun B.V.

Invest International makes use of the recruitment software provided by Homerun B.V (hereinafter: "Homerun"). Homerun complies with all provisions of the GDPR and a data processing agreement has been concluded between Homerun and Invest International. The data you provide when filling out the application form on the Invest International Careers page is automatically deleted after 4 weeks. Alternatively, if you provide your consent, your data is retained for a period of 6 months.

Validata Group BV

As part of the application procedure, new joiners will receive an e-mail from Validata Group BV (hereinafter "Validata") containing an invitation to take part in a screening procedure. This screening procedure is carried out by Validata on behalf of Invest International in order to mitigate integrity and business risks. This is in the legitimate interest of Invest International. For more information, see also Validata's privacy statement: <https://validatagroup.com/privacy-statement/> and privacy website: <https://validatagroup.com/privacy-website/>.

Retention periods

The personal data you submit to Invest International as part of your job application will be retained for up to 4 weeks after completion of the application process. Invest International additionally requests consent to retain the application data for 6 months after the completion of the application process, if you still wish to be contacted for upcoming vacancies. After this period, the data will automatically be deleted from the system, unless you indicate otherwise.

Your rights

As an applicant, your rights include the right of access to your data, the right to have your data corrected if it is not up to date, and the right to have your data deleted. Please contact us using the contact details below if you wish to exercise any of your rights. Additionally, under the GDPR, you have a right to file a complaint with a supervisory authority, for the contact details of the Dutch Data Protection Authority (Autoriteit Persoonsgegevens) see: www.autoriteitpersoonsgegevens.nl.

Contact

Do you have any questions or comments regarding this privacy statement? You can always reach out to privacy@investinternational.nl.

Version 28th of March 2024