

Data Protection Policy - Bilfinger Tebodin Recruiting System

This Data Protection Policy explains what we do with your personal data, with regards to our recruitment activities.

By accepting this data protection policy, you consent to Bilfinger Tebodin saving, using and processing your data to process your application. During the application process you have the option to also consent to be considered for other vacancies, within Bilfinger Tebodin, then the one you originally applied to.

Detailed information about processing, using and saving your personal data as part of your application via our recruiting system.

1. Responsible party

The responsible party as referred to in article 4 no. 7 General Data Protection Regulation (GDPR) is:

Bilfinger Tebodin B.V.

Laan van Nieuw Oost Indie 25

2593 BJ The Hague

The Netherlands

Bilfinger Tebodin B.V. and the company from which the advertisement originates are jointly responsible for processing (joint controllers, as referred to in article 26 GDPR).

2. Data security

Protecting your personal data is important to us. Your information on this application portal will be kept confidential, and processed in compliance with the valid data protection provisions.

Bilfinger Tebodin B.V. is responsible for the technical maintenance of the recruiting system. Your data is saved in a data processing centre in The Netherlands.

We use technical and organizational security measures to protect your data from accidental or intentional manipulation, loss, destruction or from access by unauthorised persons. We use SSL encryption (https) for the secure transmission of your data online. Our security measures are regularly checked and revised in accordance with technological developments.

Since the application system is a data processing system that is used company-wide, personal data may also be transmitted to company offices overseas as far as is necessary within the application processing procedure.

Bilfinger Tebodin shall ensure the protection of your data regardless of the location from which your data is accessed, and shall observe applicable laws and provisions relating to data protection.

3. Processing your data

Your personal data is collected and processed in the Bilfinger Tebodin recruiting system exclusively for purposes of the processing of your application and staff recruitment processes.

We will contact you in writing, via email or telephone as part of the application process and provide you with regular updates about your application's current status.

4. Selection Decision

In our recruitment process, the final selection decision for staff recruitment is made by the persons involved in the selection process. An automated decision may be made using qualifying and disqualifying questions in order to determine the candidate's compliance with the minimum requirements for the position.

5. Transfer of your data to third parties

Your data will only be transferred to third parties (e.g. service providers) if they are involved in the staff recruitment process. The confidential and secure handling of your data is ensured by appropriate agreements and regular audits. Data is only transmitted to governmental institutions in cases where statutory provisions specifically demand this.

6. Right of withdrawal, amendment and deletion

You may ask to view, update and correct all of your personal data that is stored in the application system online at any time. Please send an email with your request to: recruitment.tebodin@bilfinger.com. You may also withdraw your consent to the processing of your personal data at any time by sending an email to the aforementioned email address.

7. Saving and deletion period

Your data will be saved for a period of 12 months after the application process has finished. If you have not updated your data within this time, you will be sent a personal request from us to save your data for an additional 12 months. You then consent to your data being saved and possibly used for additional staff recruitment activities within Bilfinger Tebodin, during the next 12 months. This process will be repeated every 12 months.

At any moment in time you can send us a request to delete all your data. If you wish to do so, please send an email to: recruitment.tebodin@bilfinger.com.

8. Contact

If you have problems, questions or suggestions about the application process, or have any further questions on the topic of data protection, please send us an email with your question to: recruitment.tebodin@bilfinger.com.

If you would like a disclosure of the personal data on you that has been saved by Bilfinger Tebodin, please contact the relevant contact person from the job advertisement you registered for, giving your identification details.

9. Closing Statement

Bilfinger's general data protection provisions remain valid and are not affected by this data protection policy. These can be found at <http://www.tebodin.bilfinger.com/information/data-privacy-statement/>.

Amendments to our data protection policy may be required by law.

We reserve the right to make the corresponding modifications with future effect at any time.