

# PRIVACY STATEMENT RECRUITMENT

This Privacy Statement aims to enlighten applicants about the manner in which Rotterdam Ahoy gathers and processes their data, applicable across all recruitment and selection endeavors at Rotterdam Ahoy\*.

In its data collection and processing activities concerning applicant personal information, Rotterdam Ahoy abides by relevant laws and regulations, including the General Data Protection Regulation (GDPR), ensuring such data are handled and secured with utmost diligence. Rotterdam Ahoy holds the privacy of all applicants in high regard, pledging not to collect and/or process applicant personal data unless it serves a justified purpose.

This declaration aligns with the stipulations of the General Data Protection Regulation (GDPR) and its accompanying execution law. Rotterdam Ahoy reserves the right to modify this Privacy Statement as necessary to reflect current developments. Therefore, we advise regular consultation of this website to stay informed of any changes.

## PURPOSES OF COLLECTION AND PROCESSING

The data and documents furnished by applicants, whether through the website, email, digital platforms, post, or in-person discussions, are processed by Rotterdam Ahoy to ascertain an applicant's suitability for a position within the organization. To effectively match applicants with the appropriate vacancies, Rotterdam Ahoy's recruitment and selection process may include comparing applicant information with job specifications and required qualifications, possibly initiating contact with applicants for further acquaintance, and, where applicable, reaching out to provided references or educational institutions.

Furthermore, data may be utilized to convey information to applicants regarding other vacancies at Rotterdam Ahoy, to explore whether an applicant might be suitable for a different role than the one applied for. Additionally, data could be employed to send general information to the applicant, such as details about the Rotterdam Ahoy organization and the website's functionality.

Upon hiring an applicant, the acquired personal data may be further processed for executing the employment contract, including contract drafting, administrative purposes, and the newcomer's introduction within the Rotterdam Ahoy organization.

## DATA PROCESSING SCOPE

Rotterdam Ahoy processes personal data pertinent to the recruitment and selection procedure, primarily consisting of information provided by the applicant, including name, address, contact details, gender, date of birth, and possibly a photo. Other relevant data may encompass educational background, courses undertaken, internships, and employment history. For specific positions, a conduct certificate might be requested.

If necessary for the role, applicants might undergo psychological examinations or assessments, wherein the conducting party will receive only those personal details essential for the evaluation or assessment.

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## DATA RETENTION

Rotterdam Ahoy retains applicant data throughout the recruitment and selection process. During this period, applicants may be contacted via email to ascertain if Rotterdam Ahoy may approach them regarding future vacancies. With consent, an applicant's data will be preserved for one year. Without consent, data will be deleted no later than four weeks following the conclusion of the application process. Applicants can withdraw consent at any moment by contacting the email address below.

## COOKIES

Rotterdam Ahoy and third parties employ cookies (and other techniques) to analyze the website, enhance user-friendliness, offer social media features, and display relevant vacancies both on and off the website. By using the site, users agree to this practice. For a comprehensive overview of Rotterdam Ahoy's privacy & cookie statement, please visit <https://www.ahoy.nl/en/other/privacy-and-cookies>.

## APPLICANT RIGHTS

Applicants have the right to access their personal data processing details. Requests in this regard should be directed to the email address mentioned below. Following such a request, an applicant may seek to correct, supplement, delete, or shield their data, especially if inaccuracies are identified. Moreover, applicants are entitled to object.

## CONTACT AND INQUIRIES

Queries and comments regarding this Privacy Statement and Rotterdam Ahoy's handling of applicant personal data should be sent to: [avg@ahoy.nl](mailto:avg@ahoy.nl). This address is exclusively for inquiries about the Privacy Statement and data collection and processing by Rotterdam Ahoy in the context of recruitment and selection.

Questions about the recruitment and selection process are addressed solely through <https://www.ahoy.nl/en/information/vacancies> and the contact details provided there.

\*Rotterdam Ahoy refers to Ahoy Rotterdam N.V., operating under the name Rotterdam Ahoy and all its affiliated companies.