

# PRIVACY STATEMENT ON THE PROTECTION OF CANDIDATES' PERSONAL DATA

## 1. NMC as data controller

Through this declaration (hereinafter *referred to as the "Statement"*), we wish to inform you of the purposes for which your personal data will be collected and processed by NMC, the registered office of which is located at Gert-Noël-Straße, 4731 Eynatten, Belgium and the company number of which is BE 0402.469.826 (hereinafter referred to as "*we, us*" or "*NMC*").

## 2. What data do we collect about you?

The following data will be processed:

- Identification data (name, address, etc.)
- Personal characteristics (age, nationality, etc.)
- Studies and training
- Data on the profession and employment
- Data on hobbies and interests
- Recording of images

## 3. For what purposes do we need your data?

Candidates' data will be processed in the context of the carrying out of the selection and recruitment procedure. If your application is unsuccessful, we will explicitly request your consent for future contact with you.

## 4. Who do we share your data with?

Your personal data will be processed for the sole purpose of selection and recruitment. Only company employees who must have access to them to carry out their professional duties will be able to access them. These employees act under the supervision and responsibility of NMC.

## 5. Where do we store and process your personal data?

Personal data will not be transferred outside the EU. If the employer plans to store and/or process them outside the EU, it must explicitly provide notification of this and ensure that the same level of protection is guaranteed.

If we use subcontractors, the data will be forwarded to the countries where the data centres of these subcontractors are located.

We enter into an agreement with these subcontractors based on a model approved by the European Commission and by which these subcontractors guarantee the same level of protection as that guaranteed by NMC for data stored within the EU.

## **6. How long do we retain your personal data?**

Your application data will be processed during the time required to complete the selection process. As a result of the selection process and insofar your application has not been considered for the recruitment, your data will be kept in our recruitment reserve for a period of one year. If you do not wish us to keep the application data you provided, we ask you to inform us explicitly so that we will destroy your application documents immediately.

## **7. What are your rights?**

In the context of the new European GDPR on the processing of personal data, every individual - and therefore also candidates - have been granted new rights since 25 May 2018. Below you will find a list of these rights:

- Right of access
- Right of rectification
- Right to be forgotten
- Right to the limitation of processing
- Right to data portability
- Right to object to certain types of processing

## **8. How to ask questions or lodge a complaint?**

If you have any questions or wish to lodge a complaint concerning the processing of your data, you may contact us by sending an email to [dataprotection@nmc.be](mailto:dataprotection@nmc.be).

If you are not satisfied with our response, if you have any comments regarding the exercising of your rights or if you believe that our processing of your personal data does not comply with legislation, you have the right to lodge a complaint with the Data Protection Authority. You will find all the information on this subject at [https://www. Autoriteprotectiondonnees.be](https://www.Autoriteprotectiondonnees.be).