

Data Privacy Information for Applicants

As of July 2022

Information on data protection regarding our processing of applicant data according to Art. 13, 14 and 21 of the General Data Protection Regulation (GDPR)

Florentin B.V.

Dear applicant,

We are pleased about your interest in our company. In accordance with the provisions of Articles 13, 14 and 21 of the General Data Protection Regulation (GDPR), we hereby inform you about the processing of the personal data provided by you as part of the application process and, if applicable, collected by us, and your rights in this regard. To ensure that you are fully informed about the processing of your personal data as part of the application process, please take note of the following information.

1. Responsible Body in the Sense of Data Protection Law

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The Netherlands
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2. Purposes and Legal Bases of Processing

We process your personal data in accordance with the provisions of the European Data Protection Regulation (EU-GDPR) and the Dutch Application Act insofar as this is necessary for the decision on the establishment of an employment relationship with us. The legal basis for this is Art. 88 GDPR in conjunction with the NVP Network (available download in both Dutch or English <https://www.nvp-hrnetwerk.nl/sollicitatiecode/>) and, if applicable, Art. 6 (1) (b) GDPR for the initiation or implementation of contractual relationships.

Furthermore, we may process your personal data if this is necessary for the fulfillment of legal obligations - Art. 6 (1) (c) GDPR - or for the defense of asserted legal claims against us.

The legal basis for this is Art. 6 (1) (f) GDPR. The legitimate interest is, for example, a duty of proof in proceedings under the Equal Treatment Act (AWGB Algemene Wet Gelijke Behandeling). If you give us express consent to process personal data for specific purposes, the lawfulness of this processing is based on your consent according to Art. 6 (1) (a) GDPR. Consent given can be revoked at any time, with effect for the future (see section 8 of this data protection information). If an employment relationship is established between you and us, we may, in accordance with Art. 88 GDPR in conjunction with the Dutch Application Act, further process the personal data already received from you for the purposes of the employment relationship, insofar as this is necessary for the implementation or termination of the employment relationship or for the exercise or fulfillment of the rights and obligations of the employee representation resulting from a law or a collective agreement, a company or service agreement (collective agreement).

3. Categories of Personal Data

We only process data that is related to your application. This can be general personal data (name, address, contact details, etc.), information about your professional qualifications and school education, information about professional training and, if applicable, other data that you provide to us in connection with your application.

4. Sources of Data

We process personal data that we receive from you by e-mail when you contact us or submit your application, or that you send to us via an online job portal.

5. Recipients of Data

We only pass on your personal data within our company to those areas and persons who need this data to fulfill contractual and legal obligations or to implement our legitimate interests. Otherwise, data will only be passed on to recipients outside the company if this is permitted or required by law, if the transfer is necessary to fulfill legal obligations or if we have your consent.

6. Transfer to a Third Country

A transfer of your data to a third country is not intended.

7. Duration of Data Retention

We store your personal data as long as this is necessary for the decision on your application. Your personal data and application documents will be deleted a maximum of six months after the end of the application process (e.g. notification of the rejection decision), unless longer storage is required or permitted by law. We store your personal data beyond this only to the extent that this is required by law or in a specific case for the assertion, exercise, or defense of legal claims for the duration of a legal dispute.

If you have consented to a longer storage of your personal data, we will store it in accordance with your declaration of consent. If an employment relationship, apprenticeship, or trainee relationship is established following the application process, your data will initially continue to be stored to the extent necessary and permissible and then transferred to the personnel file. If applicable, you will receive an invitation to join our talent pool following the application process. This allows us to consider you in the future for suitable vacancies in our selection of applicants. If we have your consent, we will store your application data in our talent pool in accordance with your consent or any future consent.

8. Your Rights

Every data subject has the right to information according to Art. 15 GDPR, the right to rectification according to Art. 16 GDPR, the right to erasure according to Art. 17 GDPR, the right to restriction of processing according to Art. 18 GDPR, the right to notification according to Art. 19 GDPR and the right to data portability according to Art. 20 GDPR. In addition, you have the right to lodge a complaint with a data protection supervisory authority pursuant to Art. 77 GDPR if you believe that the processing of your personal data is not lawful. The right of appeal is without prejudice to any other administrative or judicial remedy. If the processing of data is based on your consent, you are entitled to revoke your consent to the use of your personal data at any time in accordance with Art. 7 GDPR. Please note that the revocation is only effective for the future. Processing that took place before the revocation is not affected. Please also note that we may need to retain certain data for a certain period of time in order to comply with legal requirements (see section 7 of this privacy information).

Right of Objection

Insofar as the processing of your personal data is carried out for the protection of legitimate interests pursuant to Art. 6 (1) (f) GDPR, you have the right pursuant to Art. 21 GDPR to object to the processing of this data at any time for reasons arising from your particular situation. We will then no longer process this personal data unless we can demonstrate compelling legitimate grounds for the processing. These must override your interests, rights and freedoms, or the processing must serve the assertion, exercise or defense of legal claims.

You are welcome to contact us to protect your rights.

9. Necessity of the Provision of Personal Data

The provision of personal data in the context of application processes is neither legally nor contractually required. You are therefore not obliged to provide information about your personal data. However, please note that these are required for the decision on an application or the conclusion of a contract regarding an employment relationship with us. If you do not provide us with any personal data, we cannot make a decision regarding the establishment of an employment relationship. We recommend that you only provide personal data in your application that is required to complete the application.

10. Automated Decision-Making

Since the decision about your application is not based exclusively on automated processing, no automated decision in individual cases within the meaning of Art. 22 GDPR takes place.