

## **Privacy Statement Applicants**

Thank you for your interest in our organization and our jobs! We appreciate your application and are happy to see if there's a match.

In order to review how you fit in our roles, we ask you to share some personal information with us. In this statement we'd like to inform you about how we deal with your personal data.

### **Who are we?**

Brand Plus Licensing is our holding company, housing Dobotex, Dobologic and Branded Sports Merchandising. We are responsible for the processing of your data. This is where we are located:

De Waterman 2  
5215 MX  
's-Hertogenbosch  
Chamber of Commerce number 16079471

You can call us on phone number + 31-73 688 9393 or send us an e-mail: [HRM@dobotex.com](mailto:HRM@dobotex.com) of [hrm@branded.london](mailto:hrm@branded.london)

### **To whom is this privacy statement applicable?**

This Privacy statement applies to everyone who applies for a job at Brand Plus Licensing or related companies (Dobotex, Dobologic and Branded Sports Merchandising).

### **For what personal data do we ask?**

With your application, we ask for the following data:

- Name/address, e-mail address, phone number and other contact data;
- Motivational letter and resume (information about e.g. education, internships, working experience, hobby's);
- Extra information that we or you consider as valuable and relevant for the job.

Furthermore we could consider business social media (such as LinkedIn and references). We also gather and process data from personal contacts, phone calls, e-mails etc, if relevant. If necessary, we will discuss the data that we have received through these ways in the job interview.

We will not gather/use information that is available from (or about) you on the internet, that has clearly not professional character and that is not necessary or relevant for the job that you've applied for.

### **For what do we use these data?**

We use these data to judge whether there is enough match between your profile and our job(s). We could also use your data to get in touch with you, or to maintain contact/relationship. We process your personal data on the following legal grounds:

- If you have given your approval for that (in written or through e-mail);
- In the light of an employment contact with us or internship;
- If we have another justified ground.

### **How long will we keep your data?**

If you get the job we keep your data as long as your employed by us, as a part of your personnel file. When you leave our company, we keep this data until 2 years after the termination date.

If you don't get the job, we keep your personal data until (maximum) 4 weeks after the rejection.

If we would like to keep your data for other possibilities in future, we will always ask for your permission to keep your data longer. If you approve, we'll keep your data for 1 year.

#### **Are my personal data well secured & protected?**

Like you we don't want your personal data to become public, and that's why we do everything to keep your data private. The data that you've given us for your application will be stored on a secured database, hosted from the Netherlands.

#### **Do we give your personal data to others?**

Except for the people who are directly involved in the job interview process, we do not give your data to anyone else (also not outside of the EU), unless we have the legal obligation to do so, or unless we have your approval before hand.

Sometimes we hire a recruitment agency or headhunter to support us on the search. They will then give your personal data to us, and we will only give information to these parties about the process & continuation of the interviews.

#### **Who has access to my personal data?**

Within Brand Plus Licensing your personal data are only shared with the ones who are directly involved in the interview process. Such as the HR team, the manager or other people who will have the interviews. They have the obligation to handle your data with care and confidentiality.

#### **Questions about the processing of your data**

According to the GDPR law, you have certain rights regarding your personal data. You have the right to see, rectify or remove your data. You can also object to the use or processing of your personal data, or ask for a limitation of this use. If you have any questions regarding this topic, please contact us [HRM@dobotex.com](mailto:HRM@dobotex.com)

#### **Do you have a complaint? Please contact us!**

If you have any complaint about how we handle your personal data, please contact us by sending an e-mail to [HRM@dobotex.com](mailto:HRM@dobotex.com). We will contact you to discuss your complaint and we will do anything to solve the issue.

If this doesn't lead to any satisfactory solution, you have the possibility to contact the "Autoriteit Persoonsgegevens" via <https://autoriteitpersoonsgegevens.nl/>

#### **Changes of the privacy statement**

The privacy statement can change in future. The statement on the moment of your application is valid.