

Privacy Statement Website Working for Enecogen

1. General

Thank you for your interest in Enecogen! The personal data of Enecogen applicants is processed via this website.

Enecogen VOF, domiciling at Markweg 194 in Rotterdam Europoort, is responsible for the processing of this data.

We value your privacy and your personal data will be handled carefully and diligently, in accordance with the Dutch General Data Protection Regulation (*Algemene Verordening Gegevensbescherming - AVG*).

2. When will your personal data be processed?

Personal data will be processed and collected if you have:

- Submitted an application via our website
- Sent an open application
- Registered for a job alert
- Shared a vacancy via email
- Visited our website

3. Which personal data do we process?

Depending on your use of the site, the following data may be processed:

- **Identification and contact details:** name, address, email address, telephone number
- **Demographic data:** date of birth, gender, nationality
- **Application data:** CV, motivation letter, education, work experience, LinkedIn profile, and a passport photo or specific personal information (if included and not required)
- **Technical data:** IP address, browser, type of device, surfing behaviour on our website
- **Assessment data:** results of assessments or internal evaluations

4. Why do we process your data?

Your personal data will be used to:

- Process your application
- Communicate about the application procedure
- Assess your suitability
- Answer any queries
- Send job alerts (after permission)
- Improve our website and services
- Store your data for future vacancies (after permission)

5. On what grounds do we process this data?

We will process your data:

- In order to conduct an application procedure (legitimate interest)
- After your consent (a/o for job alerts or extended retention period)
- In connection with legal obligations

6. Cookies

Our company uses cookies to ensure the technical operation of the website and to improve your user experience.

Our cookies collect information such as your preferences, completed fields, and clicking behaviour. Refer to our [Cookie Policy] for more information.

7. How will we store your data?

- **Application data:** for a maximum of 4 weeks after completion of the procedure
- **With your consent:** up to a maximum of 1 year, for future vacancies
- **Job alerts:** until the moment of unsubscribing
- You can always withdraw consent via werkenbij@enecogen.nl

8. Provision to third parties

Your data will only be shared with third parties if this is necessary for the application procedure or if we are legally obliged to do so. At this time, data is not processed outside the European Economic Area (EEA).

9. Social media and external websites

Our vacancies can be shared via social media through our website. Such platforms may process your personal data. We recommend that you read their respective privacy statements. Our statement does not apply to any external websites referenced in our website.

10. Your rights

You have the right to:

- Access your data
- Have incorrect data amended
- Have data erased (right to be forgotten)
- Object to processing
- Limit processing
- Transfer data to another party (data portability). Send your request to werkenbij@enecogen.nl. We will respond within one month.

11. Security

We will take the necessary technical and organizational measures to protect your data against loss or unlawful use.

12. Questions or complaints?

In case of questions or complaints, please contact our Data Protection Officer via werkenbij@enecogen.nl. You also have the right to file a complaint with the Dutch Data Protection Authority via www.autoriteitpersoonsgegevens.nl.