

Privacy Statement applicants

1. Who is responsible for the processing of my data?

This is the privacy statement of Radio Holland Group B.V. specific to the website www.radioholland.com (hereinafter “our website”).

Radio Holland Group B.V. (hereinafter “Radio Holland”) has its place of establishment at Sluisjesdijk 87, 3087 AD Rotterdam. We are affiliated with Pon Holdings B.V. and are a part of the Pon Group. Pon is responsible for the processing of your personal data as described in this privacy statement. We place a high priority on handling your data carefully.

The Pon company to which you are applying will, for the purposes of your application, access your data and will process this data as controller.

2. When does this privacy statement apply?

This privacy statement applies to all data that Pon collects from you and processes when you visit our website and apply for one of our job listings.

3. What data does Pon collect and process in the course of my application?

When you apply for one of our job listings, we collect personal data from you to enable us to assess whether you could be our next hire. We process the following data on you:

- Name, address, email, and other contact information;
- Curriculum Vitae (CV) and cover letter, information about your education, internships, and work experience, sex, and other information that you yourself voluntarily provide to us, such as hobbies and marital status;
- Photos and videos that you send with your application;
- Results of tests and assessments that are shared with Pon after your consent;
- Data needed to make you a salary proposal, which we (if you come to work for us) enter into our HR systems; this includes salary calculation, proof of identity, bank account number, and information about your partner/children (if any) in connection with pension;
- How far along you came in the application process and reason for acceptance or rejection.

4. Why do we collect your data?

We collect and process your personal data based on the premises of the General Data Protection Regulation (GDPR). We do this for the following purposes:

- To handle your application and to personally communicate with you about it and, if you so choose, to send you job listing alerts (basis: justified interest or consent);
- For recruitment and selection purposes, including efforts to promote diversity, and the administration of our recruitment database (basis: legitimate interest);
- If applicable, to verify with the UWV (Dutch employee insurance systems administrating body) whether you belong to the target group of the Job Commitment and Quota of Occupationally Disabled Act (Wet banenafspraak en quorum arbeidsbeperkten) (basis: legal obligation, legitimate interest);
- If hired, for the purposes of signing an employment contract with you (basis: performance of contract with you);
- The aggregation and/or anonymization of personal data in order to generate other data for our use (basis: legitimate interest or consent);

- To perform statistical analysis on aggregate data and to share the results within Pon in order to improve and report on our application process (basis: legitimate interest);
- In order to fulfill our responsibilities under the law (basis: legal obligation);
- If the nature of the position so dictates, the performance of a social media investigation, screening, or assessment. If your position requires you to meet special medical requirements, examinations may be performed by a doctor or the company medical officer. Pon is given access to the type of medical examination and its results (basis: legitimate interest);
- Fulfilling our legal responsibilities, resolving disputes, and enforcing our agreements (basis: legitimate interest or legal obligation).

Our legitimate interests include, but are not limited to: marketing, advertising, security, crime and incident prevention, IT management, research and analysis of our own products and services, business administration, legal affairs, internal administration. If you have given permission for the processing of your personal data, you have the right to revoke this permission at any time; to do so, please send your request to privacy@pon.com.

5. How long will my data be retained by Pon?

Your application information will be saved by us for a period of four weeks after the end of the application procedure. If you have given your consent, your data will be kept for a period of one year after the application procedure has ended. This will enable us to keep you informed of new job listings, invite you to recruitment activities, etc. As soon as you are hired and come work for Pon, your data is incorporated into your personnel file and processed in accordance with the privacy policy for our employees.

6. Is my data sold or shared with other companies?

Companies that assist us in finding new staff are given access to data necessary to carry out activities on behalf of Pon. Pon requires that these companies process and protect your personal data with all due care. For this, we enter into contracts with these companies.

Pon may also share your personal data with external parties in order to conduct certain activities on behalf of Pon and to facilitate services that they offer to us. These may be providers of services such as web hosting, data analysis, payment processing, order processing, information technology, and related infrastructure facilities such as the management of our recruitment database, customer service, email, audits, and other services. Pon requires that these external parties process and protect your personal data with all due care.

Your personal data is also visible to other companies within the Pon group if:

- You decide to extend your data after the selection process and then apply for a job at another Pon company. That other company will then see that you applied to the first company in the past;
- You apply for two different positions at two different Pon companies;
- You apply with the same recruiter. Recruiters may be employed by different Pon companies. Recruiters can see all applications from the companies they work for;
- The recruiter, in consultation and with permission, shares your CV with another Pon company.

7. How is my data secured?

Pon will implement suitable technical and organizational security measures to protect against loss or unlawful processing of your personal data. This may be in the form of secure registration forms, data encryption, and restriction of access to your personal data.

Certain countries do not offer an adequate level of protection for personal data. However, you can be confident that Pon will implement appropriate security measures with regard to the confidentiality and protection of your data. For transfer to countries outside the EEA that according to the European Commission do not offer an adequate level of data protection, we have implemented sufficient measures such as contractual agreements as approved by the European Commission with third parties. To request a copy of these measures, please contact us at privacy@pon.com.

8. What are my rights?

You have a number of specific rights with regard to the processing of your personal data. For example, you may (within the statutory limitations) at all times request access, correction, addition, restriction, transferability, and/or removal of the data that Pon processes about you. You also have the right to object to certain processing of your data. To do this, please contact us by sending an email to privacy@pon.com. In addition, you have the right to file a complaint with the data protection supervisory authority in your country or region or in the country or region where the alleged violation of privacy regulations occurred.

9. Who can I contact with questions about the Pon privacy statement?

If there is still anything unclear or if you would like to know more, please contact us by email to privacy@pon.com. We will be happy to help you. We have a Data Protection Officer. The Data Protection Officer can be reached at the same email address, privacy@pon.com.

10. Is this privacy statement ever changed?

This privacy statement may be changed in the event that new developments or new legislation dictate. The current version of the privacy statement will always be the one found on our website. We always indicate the date on which the most recent version of the privacy statement was published on our website. To keep yourself informed of any changes, visit this page regularly and check this date.

October 2023