

Recruitment GDPR Statement

Helin is committed to protecting the privacy and security of your personal data. This General Data Protection Regulation (GDPR) statement outlines how we collect, use, and safeguard your information during the recruitment process.

1. **Data Controller:** Helin is the data controller for the information you provide during the recruitment process unless otherwise stated. Our contact details are as follows:

Helin Data B.V.
Patrijsweg 48, 2289 EX Rijswijk
+31 880 185 185
www.helindata.com

2. **Types of Data Collected:** We may collect and process the following categories of personal data:
 - Contact information (e.g., name, address, email, phone number)
 - Professional qualifications and experience
 - Employment history and references
 - Education history
 - Skills and competencies
 - Any other relevant information provided in your resume or during interviews
3. **Purpose of Data Processing:** We process your personal data for the following purposes:
 - Assessing your suitability for the advertised role
 - Contacting you regarding your application
 - Conducting interviews and assessments
 - Verifying information provided
 - Communicating the outcome of the recruitment process
4. **Legal Basis for Processing:** The legal basis for processing your personal data is our legitimate interest in assessing and selecting suitable candidates for the advertised role.
5. **Data Sharing:** Your personal data may be shared with internal departments involved in the recruitment process. We do not share your data with third parties without your explicit consent, except where required by law.
6. **Data Security:** We implement appropriate technical and organizational measures to ensure the security of your personal data and protect it from unauthorized access or disclosure.
7. **Data Retention:** We will retain your personal data for as long as necessary for the recruitment process. If your application is unsuccessful, we may retain your data for a limited period for future opportunities, unless you request its deletion.
8. **Your Rights:** Under the GDPR, you have the right to access, rectify, or erase your personal data. You also have the right to restrict or object to the processing of your data. To exercise these rights or for any inquiries, please contact recruitment@helindata.com

9. **Changes to this Statement:** This statement may be updated periodically. The latest version will be available on our website. By applying for a position at Helin, you agree to the processing of your personal data in accordance with this GDPR statement.