

PRIVACY STATEMENT NIMBL RECRUITMENT B.V.

1. INTRODUCTION AND SCOPE

This is the Privacy Statement of NIMBL RECRUITMENT B.V. (**NIMBL**). NIMBL is your enterprise applications recruitment partner. NIMBL aims to find the best specialists for specialized projects and temporary and permanent vacancies. In that context, it is necessary that we process (your) personal data.

This Privacy Statement applies to all persons who have contact with NIMBL, except for its employees. More specifically, this means that this Privacy Statement applies to:

- clients, visitors, candidates, job applicants, principals, contractors (including self-employed persons without employees and suppliers, to the extent the latter are natural persons) and other contacts of NIMBL;
- visitors to the website of NIMBL or a domain name associated with this domain name.

All of these persons are referred to collectively hereinafter by 'you' and 'your'. The words 'we', 'us', and 'our' refer to NIMBL. With regard to the processing of your Personal Data, NIMBL qualifies as Controller. Chapter 1 defines several terms. Those terms are capitalised in the Privacy Statement.

It is important to us that your Personal Data are handled with all due care. Needless to say, we comply with all statutory rules, including the General Data Protection Regulation ('GDPR') and exercise due care to adequately secure your Personal Data.

We ask you to review this Privacy Statement carefully. For the sake of readability, we have divided the general portion of the Privacy Statement into chapters. You will find a table of contents below.

This Privacy Statement was most recently amended on, and has applied since, 1 September 2023.

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1. DEFINITIONS

Controller:	party who processes a Data Subject's data for a particular purpose. In this Privacy Statement, the Controller is NIMBL.
Data Subject:	person whom the Personal Data being processed regard. In other words: the person whose personal information is being processed.
Personal Data:	All data that related to an identified or an identifiable person. In other words: all information that identifies or can be used to identify the Data Subject.
Processing:	everything that can be done with Personal Data, such as collection, recording, storage, alteration, retrieval, use, dissemination, or destruction.
Third Parties:	natural or legal persons which are not Data Subjects or part of NIMBL, such as: natural or legal persons with which NIMBL shares Personal Data pursuant to a contract. These Third Parties might be processors or co-Controllers.

2. THE PERSONAL DATA PERTAINING TO YOU WHICH WE CAN PROCESS

Below, we explain which of your Personal Data NIMBL can process.

Data you have provided yourself, such as:

- your contact details (name, address, city/town of residence, email address, telephone number);
- your gender and date of birth;
- position, work experience, education and skills and other data from your CV or about your employment history;
- copy ID where NIMBL operates as the employer of a posted worker;
- residence permit or work permit (if applicable);
- VAT number;
- Chamber of Commerce (trade register extract)
- bank account number and/or payment details;

- data collected from you in a telephone conversation;
- data collected from an email from you;
- data collected from you in the (online) time registration tool.

Data we have received via our websites, newsletters, and emails:

- information about the device you used to visit our website;
- your surfing behaviour on the website, such as:
 - which data/which of our web pages you have viewed;
 - how you navigate the website;
 - whether you open a newsletter or email and which parts of it you click on;
 - the dates and times of your visit to the website;
- the operating system you are using;
- your browser type and IP address;
- your Internet provider;
- the Internet address of the website to which the link is made;
- the geolocation;
- the data you downloaded from the website.

Data we have received from other sources, such as via:

- data available from public sources and apparently published by you, such as those on social media and commercial websites;
- data obtained from the Trade Register of the Chamber of Commerce and the Land Register.

3. WHY DO WE PROCESS YOUR PERSONAL DATA?

We use your Personal Data for the following purposes:

- for recruitment, selection and matching;
- the performance of the contract with you;
- to verify your identity;
- to improve our services, including by conducting checks;
- to personalize the website for you;
- to inform you about news and developments at NIMBL;
- to enable us to evaluate, study, and develop our services;
- to contact you for newsletters, if you have signed up for them;
- for internal quality purposes;
- to manage, secure, adjust, and improve our websites;
- for marketing/commercial purposes;
- to comply with a statutory obligation imposed on NIMBL;
- to be able to contact you and respond to any questions you have submitted;
- to deal with your requests for information and to settle complaints;
- to prevent theft, misuse, vandalism, or other criminal conduct;
- for educational purposes;

- to comply with a court order or judgment;
- to enable us to conduct satisfaction surveys.

4. GROUNDS ON WHICH WE PROCESS PERSONAL DATA

In order for us to use Personal Data, we must have a ground to do so based on the GDPR. We use the following grounds:

- you have given NIMBL your express consent;
- the use is necessary to performing or entering into a contract with you;
- the use is necessary to comply with a statutory obligation;
- in emergency situations: the use is necessary to protect your vital interests or those of another person;
- we have a legitimate interest in the use, unless this interest is outweighed by your interest, or a Third Party's interest, in privacy.

If NIMBL processes your personal data on the basis of your consent, NIMBL will ask you for it separately. You may withdraw your consent at any time. NIMBL draws your attention to the fact that the withdrawal of your consent does not affect the lawfulness of the processing of your personal data prior to the withdrawal of your consent.

NIMBL can invoke the following legitimate interests:

- the protection of your safety;
- the protection of the safety of our clients and/or others, as well as the security of the buildings and property of NIMBL;
- quality and training;
- the advancement of IT management and the improvement of security;
- the analysis and improvement of the services and content of our websites;
- the supply, improvement, adjustment, support, research, and analysis of our services;
- the advancement of the quality and security of our services;
- communication with you and other contacts of NIMBL;
- the prevention and combating of fraud, unauthorised use, and violations of our general terms and conditions and statement rules or other harmful or illegal activities.

5. SHARING PERSONAL DATA WITH THIRD PARTIES

NIMBL will not share any of your personal information provided to NIMBL, unless this is necessary for the proper performance of the purposes set out in this Privacy Statement, if the law requires us to do so or if you have provided your consent to this end.

The third parties to whom the personal data are made available are obliged to handle your personal data confidentially. If these parties qualify as a 'data processor' within the meaning of the applicable privacy legislation, NIMBL will ensure that a data processing

agreement is concluded with these parties, which complies with the requirements included in the GDPR. If the details of a candidate are shared with our clients, such third parties are themselves responsible for the (further) processing of your personal data in accordance with the applicable privacy legislation.

NIMBL may engage contractors from the following categories:

- IT management;
- website management;
- website hosting;
- email communication.

NIMBL may, as the result of a merger, acquisition, or sale, of all or part of its organisation, share your Personal Data with a Third Party, such as a potential buyer or seller. Naturally, we will inform you of this via email and/or a clearly visible notification on our website, and we will inform you of your rights in such a situation.

6. SHARING PERSONAL DATA OUTSIDE THE EUROPEAN ECONOMIC AREA

It may sometimes be necessary to transfer your Personal Data to Third Parties established outside the European Economic Area ('EEA'). In situations in which NIMBL transfers your Personal Data outside the EEA, we take measures to ensure that your Personal Data remain adequately protected. In that case, NIMBL will ensure that such a transfer of personal data is in accordance with the applicable laws and regulations, for example by concluding a model contract prepared and approved for that purpose by the European Commission and will assess whether any additional measures are necessary to guarantee an appropriate level of protection of your personal data.

7. SECURITY

NIMBL takes the protection and security of your Personal Data very seriously and takes continuous measures to afford your Personal Data optimum protection against unlawful use. We have taken the following measures, among other things:

- access to the Personal Data is restricted to authorised persons, whereby this number is kept as low as possible;
- all employees of NIMBL have signed a confidentiality agreement, whereby they undertake to observe complete confidentiality with regard to all information (including Personal Data);
- the electronic transmission of Personal Data always takes place via a secure connection;
- the website is secured via https;
- we ensure that your Personal Data are only shared with Third Parties if we have agreed appropriate security measures with these Third Parties.

In addition, NIMBL ensures that all of its user settings, programs and services are designed from the very beginning of development to maximise your privacy protection. With regard to the provision of information and services, NIMBL applies the 'opt-in' rule by default: information or services are only provided if you have expressly consented to this. This can be done, for example, by ticking a box on the website.

8. YOUR RIGHTS

If any of your Personal Data are processed, you have a number of rights, which are set out below. You may exercise these rights by submitting your request in writing to NIMBL or by sending an email to gdpr@nimbl-recruitment.com. NIMBL verifies your identity before your request can be met.

NIMBL will respond to your request as soon as possible, but at the latest within one month. In principle, your requests will be processed electronically, unless this is not possible or you request otherwise. NIMBL will not charge you for the processing of the aforementioned requests, unless your requests are excessive.

1. Access to Personal Data

You can ask us at any time to indicate which (categories of) your Personal Data NIMBL processes, for which purposes, from which source the data come, and which retention periods are applied.

2. Changing Personal Data

In addition, you can contact us at any time to complete or correct your Personal Data. In the unlikely event that NIMBL has processed and/or provided incorrect Personal Data about you, NIMBL will rectify this immediately. If NIMBL has changed your Personal Data, NIMBL will notify you accordingly.

3. Minimising the processing of your Personal Data

If you do not agree with the content of the Personal Data about you stored by NIMBL, you can submit a request to temporarily minimise the processing of your Personal Data.

4. Withdrawing consent

You can also withdraw the consent you have given for the processing of your Personal Data. Upon receipt of your letter or email, NIMBL will immediately cease processing of your Personal Data for which you have given your consent. However, the withdrawal of your consent will not affect the processing operations that have already taken place.

5. Right to transfer Personal Data (right to data portability)

You can retrieve the Personal Data about you stored by NIMBL in a structured, commonly used and machine-readable format. After receiving your Personal Data, you are free to transfer this information.

6. Right to be forgotten

If you no longer wish to make use of NIMBL 's services, you may submit a request for the deletion of all your Personal Data.

7. Right to object

You have the right to object to the processing of your personal data which NIMBL bases on the grounds 'legitimate interest of NIMBL or a Third Party' or 'performance of a task carried out in the public interest'. If NIMBL bases itself on these grounds, NIMBL will weigh its interests against your privacy. The right to object entitles you to require NIMBL to repeat this weighing of interests.

8. Right to lodge a complaint / pursue a judicial remedy

We make efforts to join you in working to find a fair solution if you have a complaint or problem relating to our use of your Personal Data. However, if your position is that we cannot assist you with your complaint or problem, you also have the option of lodging a complaint with the Dutch Data Protection Authority or instituting judicial proceedings. You will find the contact details of the Dutch Data Protection Authority (Nederlandse Autoriteit Persoonsgegevens) by clicking [here](#).

9. The right not to be subject to a decision based solely on automated processing

10. MINORS ON THE WEBSITE

Although visitors of all ages might visit our website, we do not collect Personal Data from children under 16 years of age without the consent of their parent/guardian. This means that if you are 16 years old or younger, you may only use our website under the supervision of your parent/guardian.

11. COOKIES AND SIMILAR APPLICATIONS

NIMBL uses cookies and similar applications on its website. Cookies are small pieces of information that are stored on your computer. We use cookies to provide services and ensure that our services function properly. This enables NIMBL to see how its visitors use the website. In this way, NIMBL can customise its website according to user preferences. On a subsequent visit to NIMBL's website, these small pieces will be recognised.

More information about the Cookie statement can be found on the website.

12. RETENTION PERIODS

NIMBL does not retain personal data for longer than is necessary for the purpose of the processing. NIMBL retains your Personal Data as long we consider this necessary to be able to provide you with services, to enable you to use our website, to comply with applicable laws, to resolve disputes with parties, and for other purposes that enable us to conduct our commercial activities.

NIMBL in any case retains your Personal Data during the period in which you are party to a contract with NIMBL. Some Personal Data are subject to statutory retention periods. NIMBL fully complies with these retention periods.

NIMBL retains video images from security cameras for a maximum of four (4) weeks, unless these must be retained longer in connection with an incident.

13. CONTACT DETAILS / PRIVACY OFFICER / QUESTIONS / COMPLAINTS / COMMENTS

We have appointed a privacy officer whose duties include supervising the proper handling of your Personal Data. If you have any questions, remarks or complaints about the protection of your Personal Data by NIMBL, you can of course contact the privacy officer.

Our contact details are:

Address: Locatellikade 1, 1076 AZ Amsterdam, attn. NIMBL.

Email: gdpr@nimbl-recruitment.com

Telephone number: 020 – 800 66 99.

We trust that you ensure that your Personal Data are complete, correct, and up to date. Please inform us immediately of any changes or errors in your Personal Data by contacting the privacy officer.

14. AMENDMENTS

It may happen that our Privacy Statement will need to be amended. The most recent version is always available on our website.
