

PRIVACY STATEMENT

Venturn

Compliance

If you voluntarily provide us with personal information, we will process this information in accordance with this Privacy Statement.

Venturn Holding B.V., including its subsidiaries Venturn People B.V. and Venturn Performance B.V. (together: "*Venturn*"), treats personal data with the utmost care and in compliance with the requirements of the **General Data Protection Regulation (GDPR)** and applicable Dutch privacy legislation.

1. Technical information and cookies

Venturn uses cookies and similar technologies when you visit our websites. These cookies help us to:

- measure average visitor numbers;
- analyse how visitors use our website;
- improve our website and user experience.

Some cookies make the website easier to use by remembering login details, preferences (such as language), etc. Venturn does not use cookies to collect sensitive personal data, and does not intentionally store information provided by your browser unless necessary for the purposes described. We also use analytical and tracking cookies to monitor user satisfaction.

2. When do we collect your personal data?

We collect personal data in the context of providing our services, for example in relation to recruitment, assignments, or employment mediation. Data may be collected:

- when you register on our website or otherwise provide your details;
- from publicly available sources (e.g. professional platforms), where it appears you may be interested in work-related services. In such cases we may contact you to ask if you wish to register with us. If you decline, we will respect your preference and no longer approach you.

3. What personal data do we process?

As a candidate or assignment seeker:

- Name, address, email address and other contact details;
- Date of birth, age, gender and nationality;
- Curriculum Vitae (CV), details of education, internships and work experience;
- Test results;
- Data on availability and leave;
- References, diplomas, certificates and other information relevant to the assessment of suitability;
- Passport photograph.

As an employee or contractor:

- Once you work for, or have worked for, Venturn we may also process:
- Citizen Service Number (BSN), bank account details, copy of ID and work permit;
- Data relating to HR, payroll and absence administration.

4. With whom do we share your data?

Personal data may be shared where this is necessary for:

- the execution of an agreement;
- compliance with a legal obligation; or
- the pursuit of a legitimate business interest, in line with the purposes set out above.

5. How long do we retain your data?

Candidates/assignment seekers

If you do not end up working for Venturn, your data (such as CV, training, test results) will be stored for up to two years after the last contact. Each year (April) you will receive a reminder of your registration. You may unsubscribe at any time, after which you will no longer be contacted.



Employees/contractors

After your employment or assignment ends, personal data will be retained in a secure environment as required for claims handling, audits and tax obligations.

Business relations

We process contact details of employees of clients, suppliers, vendors, references and other partners in order to:

- make offers or provide information about our services;
- maintain business relationships;
- conclude and manage contracts.

Data processed may include names, contact details and job titles.

6. Your rights

You have the right to access, correct or delete your personal data, as well as other rights under the GDPR. You can exercise these rights by contacting your contact person at Venturn or by using the details below.

7. Security

Venturn applies appropriate technical, organizational and administrative measures to protect personal data against unauthorized use. Access is restricted to authorized persons only. Where third parties process data on behalf of Venturn, we ensure that data protection obligations are agreed upon contractually.

8. Questions, complaints or data breaches

If you have questions, comments, complaints or wish to report a (suspected) data breach, please contact us via info@venturn.nl or +31 (0)10 304 20 70.

9. Changes

Venturn may update this Privacy Statement from time to time. The most recent version is always available on our website: www.venturn.nl.