

Privacystatement Carrière

Who are we?

Carrière values your trust in our company. In this privacy statement we inform you about how we handle personal data. When we refer to Carrière in this statement we mean Carrière Personeelsdiensten B.V., Carrière Bemiddeling B.V., Carrière Franchise B.V., Carrière Service Center B.V. and Carrière International B.V. Carrière is responsible for Carrière's personal data processing activities and has its headoffice at Industrieweg 130 A, 3044AT in Rotterdam, The Netherlands

Privacy statement

In this document, we tell you which categories of personal data we process, why we do so and with whom we may share your personal data. In our processing operations, we comply with privacy regulations, including at least the General Data Protection Regulation (GDPR) and local privacy legislation. This means, among other things, that we:

- Explain the purposes for which we process personal data;
- Do not collect more personal data than necessary for these purposes;
- In cases where consent is required, ask you for such consent;
- Take appropriate technical and organisational measures to protect your personal data;
- Respect your rights with regard to your own personal data.

How do we collect and process personal data and for what purpose

Our aim is to provide you with the best possible service. We want to offer you targeted and personalised service and to do so we need your personal data. Among other things, Carrière mediates temporary and agency workers, freelancers and recruits and selects permanent staff.

1. Website visitor

When you visit our website, we process technical data associated with the use of the website. The data enables us to manage our website and improve the accessibility of certain parts of the website.

The information on the website is then quick and easy for you to find. Cookies are used for this purpose. You can find out more about the use of cookies in our cookie statement.

2. CV generator (website)

When you use the CV generator on our website we process your personal details, education history, work experience and knowledge details. The generated CV is used to actively mediate you to work.

3. Registering as a jobseeker

When you register on the website as a jobseeker, we collect the following data:

- Name and address, date of birth, gender, contact details, resume;
- Other data provided as part of the registration (desired position, number of hours, and location of establishment).

Your personal data will be used to match you with jobs that suit you best, based on the information you have provided to us. This data is also used to create an account for you and find suitable positions. It is also used to match you with job offers or other types of assignments and possibly introduce you to potential clients. Further, Carrière uses your data to contact you about the vacancy you may have applied for or other information we need to provide you with.

4. Job application

We collect the following (personal) data when you respond to a vacancy:

- Name and address details, e-mail address and other contact details;
- Birth data, gender;
- Resume, information on education, motivation, position, internships and work experience;
- Data on training and education you have attended or done;
- Data on availability and leave;
- Other data that are or may be important in the context of assessing the candidate's suitability, e.g. references and certificates;
- Passport photograph (or other visual material) on a voluntary basis.



5. Agreement

At the time you can start working/working/have worked for Carrière, we process the following data:

- Your nationality, social security number, copy ID proof, work permit (if applicable), payroll deduction form, bank account details, any personal data of family members if necessary, any documents relevant to a specific job such as certificate of conduct, Safety, Health and Environment Checklist Contractors, diplomas that include your personal data, references, etc.;
- Medical data if you have passed it on to us because it is necessary to know about it, for example in connection with dealing with an epileptic fit, allergic reaction or if you need an adapted workplace or otherwise;
- Other data related to personnel, salary and absence registration, such as availability, leave registration, data concerning social contributions and provisions we can invoke, salary data, personnel file with performance and assessment forms, complaints, changes of positions, changes of employment conditions, any complaints, warnings or other matters that are necessary to process in the context of the agreement and employability.

We do not process social security number and copy of ID for self-employed people who are going to work, already work and/or have worked, but a copy of the extract from the Chamber of Commerce, VAT number, insurance policy and proof of payment and professional liability insurance.

We only process medical or other sensitive or special data in those situations where this is explicitly permitted under the GDPR. For example, if we have your explicit consent, if it is necessary to protect your vital interests or those of someone else and you are physically or legally unable to give consent, if it is necessary to file, exercise or defend legal claims, or if it is for reasons of substantial public interest.

6. Other

We process the following personal data from customers, suppliers, visitors and other relations:

- Name, business contact details, position, communication data.

7. Personal data we receive from other sources

We may also use personal data from other sources, such as from specialised companies providing information, from our partners or from public records. Your insurance company, their intermediaries and medical staff may exchange relevant personal data and special categories of personal data with us if we need to act on your behalf, for example in an emergency.

8. Social media

If you log in via social networks to access our platforms and online services, you consent to sharing your user data with us. This includes, for example, your name, e-mail address, date of birth, location and other information you voluntarily share with us.

9. Quality and quality standards

Carrière is affiliated with various quality standards. In this context, we are periodically audited by various parties and it is checked, among other things, whether we record the files of our employees and flex workers properly, pay them on time, etc. Personal data may be processed in this process.

Closed-circuit television (CCTV)

Carrière uses closed-circuit television (CCTV) at its locations for security reasons. For example in combating crimes, vandalism and protecting the property. It is indicated if Carrière makes use of camera surveillance. We only use the images to determine the nature of the violation or to identify perpetrators, persons involved or witnesses. The retention period is a maximum of four weeks or until any incident recorded on camera images has been processed.

Grounds for processing personal data

We process your personal data based on the GDPR and there are six grounds for this.

- Consent

For example, if you have given your consent to the processing of personal data when creating an account or when subscribing to the newsletter. If you have granted permission for certain processing, you can also withdraw this permission at any time.

- Fulfilling an agreement

We need your personal data to prepare and fulfil an agreement. We may also process your personal data as part of our obligation based on the agreement we conclude with you. This includes our obligations as an employer or intermediary towards you, but also towards the client where you will be working.

- Legal obligation of Carrière

Carrière may be legally obliged to process personal data to comply with laws and regulations. Examples include processing your social security number, a copy of your ID card or your work and/or residence permit. Therefore, this data may also be shared with the client.



Rights of data subjects

Any person whose data we process have the following rights:

- Right to access your personal data;
- Right of data portability;
- Right to rectification and completion;
- Right to restriction of processing;
- Right to be forgotten;
- Right to object to data processing.

For data subjects with an account in EasyFlex; through this platform you have access to a large part of your personal data. Here you can change and/or delete data yourself. Should you wish to exercise any of your rights, please submit a request via the e-mail address privacy@carriere.com.

We do our best to handle your personal data as well as possible. If you nevertheless have a complaint about the way we collect, store or use your personal data, please let us know by sending your written question or complaint to the Legal Affairs department at privacy@carriere.com or by post at Industrieweg 130 A, 3044AT in Rotterdam, The Netherlands.

If you are not satisfied with the way your request has been handled or when you have a complaint, you can always contact the Dutch Data Protection Authority (Autoriteit Persoonsgegevens) via the website www.autoriteitpersoonsgegevens.nl or the Data Protection Authority in your country (https://www.edpb.europa.eu/about-edpb/about-edpb/members_en).

Modifications

As we cannot rule out the possibility that our services may change in the future, this privacy statement could also change in certain respects. We encourage you to consult this privacy statement regularly so that you are aware of any changes.

This version was drafted December 2025.

