

PRIVACY STATEMENT

This privacy statement applies to employees, applicants, trainees, former employees and temporary workers of the following entities:

Nihot Recycling Technology BV
Generatorstraat 16
1014 AT Amsterdam
020-5822030
info@nihot.nl

Coöperative BHS Europe Holdings U.A.
Generatortstraat 16
1014 AT Amsterdam
020-5822030
info@bhsequip.eu

Collection and use of personal data belonging to employees, job applicants, temporary employees/payroll employees and trainees

We would like to draw your attention to the fact that we will collect and use the personal data you provide to us because this is necessary for following the selection procedure or to (possibly) conclude with you and perform an employment contract / traineeship agreement / temporary employment contract. In addition, certain personal data are required for compliance with and implementation of the provisions of the CLA that applies to us. We also collect and use your personal data to be able to comply with certain statutory obligations. These statutory obligations are related for example to the determination and payability of taxes and employee contributions.

This necessity means that you are obliged to provide to us the personal data required for this purpose. If you do not provide us with personal data or provide us with insufficient personal data, we may not be able to go through a selection procedure with you, (possibly) conclude and implement an employment contract / traineeship agreement / temporary employment contract with you or comply with our statutory obligations.

If you are an employee, a payroll employee or a trainee, we will use your data for drawing up, performing and terminating the employment contract or the traineeship agreement or the employment relationship. This includes among other things:

- a) The handling by human resources.
- b) Determination and payment of salary, allowances and other amounts.
- c) Determination and payment of any taxes, contributions and other tax obligations for your benefit as an employee or trainee.

If you are a job applicant, we will use your personal data to be able to communicate with you about the progress of the selection procedure, the assessment of your suitability for a position that is or may become vacant and the possible settlement of the expenses incurred by you.

If you are a temporary worker, we will use the data we obtain from the temporary employment agency for the assessment of your suitability for a position that is or may become vacant and for the performance of the temporary employment contract.

Transfer to third parties

It is possible that we transfer your personal data to other parties. These other parties may be government bodies, but also parties that carry out activities on our instructions or parties to which we are obliged to provide data in connection with the (performance of the) employment contract. It concerns the following parties:

- The Tax and Customs Administration.
- The Employee Insurance Agency (UWV).
- Our occupational health and safety service/company doctor.
- The Social Affairs and Employment Inspectorate.
- The Pension Fund.
- The lease company (when leasing a company car).
- ICT partners.
- NV Schade (sick leave insurer).
- Bank and creditcard companies.

- Third party for booking flights.
- Airline companies, train companies and hotels.
- OOM Foundation (training fund)
- Insurance companies.
- Intercompany relations (BHS, NRT and Zero Waste).
- Sition (parking permits)

The provision of your personal data to another party is sometimes necessary in order to be able to comply with the law, as is the case when transferring to the Tax and Customs Administration, UWV, the occupational health and safety service/company doctor, the (mandatory) Pension Fund and the Social Affairs and Employment Inspectorate.

In other cases, transfer is necessary to be able to perform the employment contract with you, in the case of transfer to the lease company, for example. We have a legitimate interest in transferring your data to NV Schade, because we must report absence with a duration of 42 weeks or longer.

There are also parties that carry out activities on our instructions, such as an external agency that books flights for our employees. We have a legitimate interest in this transfer of your data to such parties.

We also use our own file server for the storage of (parts of) our personnel and payroll administration, of which your personal data form part. In addition, we use Microsoft Office and the associated storage facilities for e-mails and other files. This is also a legitimate interest because we want to store and process data digitally.

Retention period personal data

We will delete your application data at most 4 weeks after the selection procedure has ended, unless you grant us your approval to retain your data for a period of at most 1 year.

The personal data from the payroll records that are relevant for tax purposes will be kept by us for a period of 7 years after you have left employment. This retention period is related to a statutory obligation that applies to us. We will retain payroll tax statements and a copy of your identity document for a period of 5 years after the end of your employment. This retention period is also related to a statutory obligation that applies to us.

As regards other data from the personnel or payroll records, we apply a retention period of at most 2 years after your employment has ended, unless it becomes clear that we require certain personal data in order to be able to comply with a statutory (retention) obligation or in case of a conflict in the workplace or legal proceedings. 'Other data from the personnel or payroll records' include employment contracts, reports of assessment and performance interviews, correspondence regarding appointment, promotion, demotion and dismissal, references and administrative absence data.

Your rights

You have the right to request to inspect your own personal data. If there is reason to do so, you may also request us to supplement your personal data or to correct inaccuracies. You also have the right to request that your personal data be deleted or that the use of your personal data be limited. You can also submit an objection to the collection and use of your personal data to us. If you are of the opinion that we do not handle your personal data correctly, you have the right to submit a complaint in respect thereof to the organisation that monitors compliance with the privacy rules, which is the Dutch Data Protection Authority. And finally, you have the right to request to obtain your personal data or that they are transferred to another party.

You cannot exercise the rights referred to above in all circumstances. You cannot object or request deletion if we require your personal data to comply with the law for example.

In order to be able to exercise your rights, you can apply to:

Nihot Recycling Technology BV
Person of contact Mrs. Pien Vonk, HR Advisor
Generatorstraat 16
1014 AT Amsterdam
020-5822030
privacy@nihot.nl

Naturally you can contact us if you have questions or require further data concerning the collection and use of your personal data.