
Recruitment Privacy Statement

Processing personal data for recruitment purposes at

Future Diagnostics Solutions B.V.

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1. Introduction

This is FUTURE DIAGNOSTICS SOLUTIONS's Privacy Statement for personal data of job applicants and/or internships. This Privacy Statement provides information on the processing of personal data in the recruitment process of FUTURE DIAGNOSTICS SOLUTIONS B.V., based at Nieuweweg 279, 6603 BN Wijchen, The Netherlands. This Privacy Statement may be changed over time. You are advised to regularly review the Privacy Statement for possible changes. This Privacy Statement was last changed on 20 April 2017. You can store or print this Privacy Statement by using the buttons at the top of this page.

2. When does this privacy statement apply?

This Privacy Statement is applicable to the processing by FUTURE DIAGNOSTICS SOLUTIONS of all personal data of job applicants and/or internships.

3. Who is responsible for your personal data?

FUTURE DIAGNOSTICS SOLUTIONS is the controller for the processing of your personal data. This Privacy Statement indicates what personal data are processed by FUTURE DIAGNOSTICS SOLUTIONS and for what purpose, and to which persons or entities the data will or may be provided. For questions you can contact the FUTURE DIAGNOSTICS SOLUTIONS' Human Resources department via careers@Future-Diagnostics.nl.

4. For which purposes do we process your personal data?

4.1 For recruitment purposes

(a) What does this purpose entail?

If you contact our recruitment department, apply for a vacancy/internship or register at www.future-diagnostics.com/careers/ we include the personal data you provide us in our recruitment database. Also, we will process your personal data to manage our recruitment database. FUTURE DIAGNOSTICS SOLUTIONS will propose your personal data for recruitment purposes, including without limitation:

1. Inform you about job/internship opportunities
2. Request additional information concerning a new job/internship opportunity and/or assessing your application.
3. Internal FUTURE DIAGNOSTICS SOLUTIONS business purposes in the scope of HR recruitment, preparation, development and assessment of recruitment strategies/campaigns.
4. If hired, FUTURE DIAGNOSTICS SOLUTIONS will process your information as necessary in relation to your employment.

(b) On what legal basis do we process personal data for this purpose?

We process your personal data for our legitimate interest. We want to attract talented people to strengthen our company, so your personal data may be used for:

- Managing recruitment and resourcing activities, including activities related to organizational planning. In the course of recruitment activities, we may use your information:
 - To set up and conduct interviews and assessments;
 - To evaluate, select and recruit applicants;
 - To conduct background checks and assessments as required or permitted by applicable local law;
 - To contact third party references provided by you to evaluate your previous performances.
 - Or as otherwise necessary in context of recruitment activities.
- Development of services: We may use your Personal Data to develop and improve our recruitment processes, websites and other related services. Where feasible, we use aggregated anonymous information in context of the development activities.
- Legal and regulatory compliance, including obtaining and releasing your personal data as required by law, judicial organizations or practice in order to comply with legal obligations imposed on FUTURE DIAGNOSTICS SOLUTIONS.

(c) Which personal data do we process for this purpose?

For this purpose, we process your personal data such as:

- your name, street address, telephone number and email address and other contact details,
- your competences, skills, experience and education, e.g. your curriculum vitae or resume, previous employments, educational details and qualifications, third party references,
- your preferences, e.g. preferred country of employment, areas of interest as well as your preferred ways to be contacted by FUTURE DIAGNOSTICS SOLUTIONS); as well as
- your user identity, e.g. user names and other such information used about authenticating you,
- correspondence with FUTURE DIAGNOSTICS SOLUTIONS about job applications (including references) and internships.
- And other information, such as information found from public sources as well as information related to credit or background checks, depending on the position you are applying for, and where necessary for the recruitment activities.

(d) How long do we retain your personal data for this purpose?

For this purpose, your personal data will be retained for as long as required and depending on local law. In case of rejection during the recruitment phase, your personal data will be deleted after 1 year. After this period, your personal data will be deleted from our systems. You are also able to anonymize and deactivate your personal data.

4.2 To inform you and communicate with you regarding your employment or job application

(a) What does this purpose entail?

If you have shown interest in a position at FUTURE DIAGNOSTICS SOLUTIONS, we store your personal data in our Recruitment database. We use the data in this database to communicate with you. For example, we may inform you about new vacancies/internships or invite you for recruitment activities.

(b) On what legal basis do we process personal data for this purpose?

We process your personal data for our legitimate interest. We want to attract talented people to strengthen our company, so your personal data may be used for: - Managing recruitment and resourcing activities, including activities related to organizational planning. During recruitment activities, we may use your information:

- To set up and conduct interviews and assessments;
- To evaluate, select and recruit applicants;
- To conduct background checks and assessments as required or permitted by applicable local law;
- To contact third party references provided by you to evaluate your previous performances.
- Or as otherwise necessary in context of recruitment activities.
- Development of services: We may use your Personal Data to develop and improve our recruitment processes, websites and other related services. Where feasible, we use aggregated anonymous information in context of the development activities.
- Legal and regulatory compliance, including obtaining and releasing your personal data as required by law, judicial organizations or practice to comply with legal obligations imposed on FUTURE DIAGNOSTICS SOLUTIONS.

(c) Which personal data do we process for this purpose?

For this purpose, we process your personal data such as:

- your name, street address, telephone number and email address and other contact details,
- your competences, skills, experience and education, e.g. your curriculum vitae or resume, previous employments, educational details and qualifications, third party references,
- your preferences, e.g. preferred country of employment, areas of interest as well as your preferred ways to be contacted by FUTURE DIAGNOSTICS SOLUTIONS); as well as, - your user identity, e.g. user names and other such information used relating to authenticating you,
- correspondence with FUTURE DIAGNOSTICS SOLUTIONS regarding job applications (including references) and internships,
- And other information, such as information found from public sources as well as information related to credit or background checks, depending on the position you are applying for, and where necessary for the recruitment activities.

(d) How long do we retain your personal data for this purpose?

For prospects, your personal data will be retained for as long as required and depending on local law. In case of rejection during the recruitment phase, your personal data will be deleted after 1 year. After this period, your personal data will be deleted from our systems. You are also able to anonymize and deactivate your personal data.

4.3 To enter into an employment contract or contract for services with you

(a) What does this purpose entail?

If we offer you a position at FUTURE DIAGNOSTICS SOLUTIONS, we will process your personal data to prepare and process an employment agreement. We use your personal data for the conclusion, execution and termination of your employment agreement. We will then also store your personal data in our HR database. If you are an independent contractor, we will process your personal data in the same way to enter into an agreement for services with you.

(b) On what legal basis do we process personal data for this purpose?

We process your personal data for our legitimate interest. We want to attract talented people to strengthen our company, so your personal data may be used for:

- Managing recruitment and resourcing activities, including activities related to organizational planning. During recruitment activities, we may use your information:
 - To set up and conduct interviews and assessments;
 - To evaluate, select and recruit applicants;
 - To conduct background checks and assessments as required or permitted by applicable local law;
 - To contact third party references provided by you to evaluate your previous performances.
 - Or as otherwise necessary in context of recruitment activities.
- Development of services: We may use your Personal Data to develop and improve our recruitment processes, websites and other related services. Where feasible, we use aggregated anonymous information in context of the development activities.
- Legal and regulatory compliance, including obtaining and releasing your personal data as required by law, judicial organizations or practice to comply with legal obligations imposed on FUTURE DIAGNOSTICS SOLUTIONS. If the recruitment phase enters into an employment contract or contract for services with you, the legal basis for processing your personal data will be a contract and legal obligations.

(c) Which personal data do we process for this purpose?

For this purpose, we process your contact details, date of birth, gender, civil status, nationality, photographs, citizen service number, ID card or passport details, declaration of employment status, chamber of commerce and VAT details, recruitment information (such as employment history, education history details), job and position data, work permit details, availability, terms of employment, tax details, payment details, insurance details and location and organizations.

(d) How long do we retain your personal data for this purpose?

For this purpose, your personal data will be retained for as long as required and depending on local law. In case of rejection during the recruitment phase, your personal data will be deleted after 1 year. After this period, your personal data will be deleted from our systems. You are also able to anonymize and deactivate your personal data. When you will become an employee, your personal data will be retained as long as required by local law.

5. Who has access to your personal data?

5.1 Access to your personal data within FUTURE DIAGNOSTICS SOLUTIONS

All HR Recruitment employees and employees directly involved in the recruitment phase have access to your data you have made publicly available in the recruitment database. Non-public data can be accessed by relevant FUTURE DIAGNOSTICS SOLUTIONS departments such as IT, HR, Legal and Compliance, but only to the extent necessary to fulfil their respective tasks.

5.2 Access to your personal data by third parties

FUTURE DIAGNOSTICS SOLUTIONS works with a limited number of trusted business partners that, on FUTURE DIAGNOSTICS SOLUTIONS's behalf, process your personal data to help us find the candidates that best fit our company. FUTURE DIAGNOSTICS SOLUTIONS may share your personal data with our business partners, who will process it exclusively for the purposes described in chapter 4. The following categories of third parties have access to your personal data where relevant for the recruitment process, but not limited: data flow of recruitment process, screening of resumes, set up and conduct job interviews and assessments, evaluate, select and recruit applicants, conduct background checks, contact third party references provided by you to evaluate your previous performances or as otherwise necessary in the context of recruitment activities. If your personal data are transferred to a recipient in a country that does not provide an adequate level of protection of personal data. FUTURE DIAGNOSTICS SOLUTIONS will take measures to ensure that your personal data are adequately protected, such as entering into EU Standard Contractual Clauses with these third parties. In other cases, your personal data will not be supplied to third parties, except when required by law.

5.3 The use of your personal data by data processors

When a third party processes your personal data solely following FUTURE DIAGNOSTICS SOLUTIONS' instructions, it acts as a data processor. We enter into an agreement with such a data processor concerning the processing of personal data. In this agreement we include, at a minimum, the following obligations to safeguard that your personal data are solely provided to the data processor to provide services to us.

6. How are your personal data secured?

FUTURE DIAGNOSTICS SOLUTIONS has taken adequate safeguards to ensure the confidentiality and security of your personal data. FUTURE DIAGNOSTICS SOLUTIONS has implemented appropriate technical, physical and organizational measures to protect personal data against accidental or unlawful destruction or accidental loss, damage, alteration, unauthorized disclosure or access, and against all other forms of unlawful processing (including, but not limited to unnecessary collection) or further processing.

7. Questions or requests for access, correction and removal?

You are able to access, correct, anonymize and deactivate your personal data that we use for recruitment purposes yourself, but you can request access, correction, restriction, portability or removal of the data that FUTURE DIAGNOSTICS SOLUTIONS processes about you at any time by sending a request to: careers@future-diagnostics.nl.

Should you have any questions regarding the processing of your personal data that we use for recruitment purposes, please contact careers@future-diagnostics.nl.

If you feel that we do not comply with the applicable privacy rules you have the right to lodge a complaint with a competent data protection authority such as autoriteitpersoonsgegevens.nl.