

Privacy Statement on recruitment

This Privacy Statement and statement for consent to use data applies to the personal data you entered into our resume database. Airborne Oil & Gas B.V. including its affiliated companies (further herein referred to as AOG) has a duty of care to protect your private information. AOG is responsible for this resume database. The personal data you entered into our resume database are saved in the Bullhorn (Connexys) system (resume database) and are processed in accordance with the GDPR Act (General Data Protection Regulation), with the exception of non-EU countries where AOG is active and where they are incorporated in other legislation.

This Privacy Statement and statement for consent to use data relates to:

- the data collected by AOG and entered by you into our resume database;
- the way in which they are processed;
- the purpose of such a processing;
- information about third parties to whom your personal data are disclosed;
- other relevant information by which you can protect your data.

Resume database

If you apply for a job at AOG, you have to enter certain personal data into our resume database as part of the job application process.

The purpose of processing personal data

AOG uses the personal data you enter into our resume database to:

- screen your qualifications with regard to vacancies at AOG;
- give you access to extra vacancies and to collect anonymous statistics. In addition, the personal data which you enter into our resume database will be used to solve technical problems, to improve the database content and to maximize our system sources to be able to guarantee the efficient operation of our resume database and this part of our website.

Who has access to your personal data?

AOG is an international organization. On entering your personal data into the resume database of AOG, we explicitly ask you for consent to provide and transmit your personal data to all AOG companies and for AOG to process these data. Regardless of whether you indicated a place of preference, this data processing can take place inside or outside the EU. In this connection it should be borne in mind that there could be a lower standard of data protection outside the Netherlands.

Only trustworthy employees of our HR department and personnel involved in individual recruitment in the respective AOG companies have access to your personal data with the aim of processing your data in accordance with the purposes set out above. Your personal data are dealt with strictly confidentially and will not be disclosed to any third parties outside AOG. An exception to this is when you apply for a job for which the vacancy text states that an external recruitment agency is processing the job application. Your personal data will then be disclosed to that recruitment agency.

Mandatory disclosure and retention of your personal data

Your data are retained for six months after which you will receive an email request for your consent enabling AOG to continue to keep your data.

- Your registration in our resume database requires that you enter certain personal details. We need your name and your email address. You also have to select a password to access the personal data which you entered into our resume database. You may choose to provide us with other personal details such as your address, postal code etc. You can also choose to provide us with various details about work experience, previous employment, educational qualifications, professional and personal competencies and language skills.

If you are below the age of 18 we recommend you to talk with your parent(s) or legal guardian before you submit an application to us. We need the consent of your parent(s) / legal guardian before we can offer you work.

We do not process any sensitive information. For this reason any personal data which you enter into our resume database should not include:

- information about any illness, unless it is relevant to the job you are applying for
- information about pregnancy
- information about ethnicity, political convictions, religion, beliefs, trade union membership, state of health or sexual orientation
- information which can be considered as offensive or as defamation
- information which cannot reasonably be considered as relevant in relation to the job you are applying for.

Processing your personal data and withdrawal of consent

You can remove your data from our resume database at any time. You can do this by logging into your profile and then clicking on "Deactivate Profile". Please take into account that you must confirm the removal definitively when the system asks you to do so.

You can also view, change and update your personal data and contact details at any required moment by logging into your profile and by clicking on "Edit Profile". You are also entitled to object to our processing of your personal data and if necessary correct any data processed. Please note that if and when you are hired by AOG and if you deactivate your profile in our resume database, your data are used anonymously for statistical purposes.

Protection of your personal data

The transmission of the data entered into our resume database takes place via a secured https connection in order to prevent unauthorized access to your personal data. The personal data disclosed are processed and saved confidentially.

Amendments to the Privacy Statement and statement for consent to use data

From time to time AOG can at its discretion review and update this Privacy Statement and the statement for use of your personal data. Reviewed versions will be placed on the internet. We recommend that you regularly check whether you have the most recent version of this privacy statement, particularly before or when you are about to provide AOG with personal data.

Contact details

If you have any questions about this Privacy Statement and the statement for use of your personal data, you can contact the Human Resources department, HR@airborneoilandgas.com.