

Introduction

This policy sets out the approach of Gerimedica to compliance with the General Data Protection Regulation (GDPR) in relation to personal data processed as part of our recruitment process. The GDPR applies to all personal data processed by Gerimedica, including that of job applicants.

In this privacy statement we refer to ourselves as 'Gerimedica', 'us', 'we' or 'our'. In this privacy statement, 'data subject' or 'candidate' or 'job applicant' means the person whose personal data we process.

Purpose

The purpose of this policy is to provide transparency on how Gerimedica processes personal data in accordance with the GDPR. This policy applies to all recruitment activities, including online and offline job applications, recruitment events, and the management of recruitment data.

Data Collection

When applying for a job at Gerimedica, we may ask for the following personal data:

- Name
- Contact information (email, phone number)
- Resume or CV
- Education and work experience
- Any other relevant information for the job application

Legal Basis for Processing

The legal basis for processing personal data for the purpose of recruitment is the performance of a contract or the legitimate interests of Gerimedica as an employer.

Data Use

The personal data collected will be used for the following purposes:

- To process job applications and make hiring decisions
- To communicate with applicants
- To monitor recruitment statistics

Retention period

Personal data collected for the purpose of recruitment will be retained for no longer than four weeks after a rejection. If a candidate is selected for the job, the data will be retained in accordance with our employee data retention policy. If you give permission to store your data for longer, Gerimedica

will store your data for a maximum of one year after the application procedure has ended. The purpose of this is to be able to approach you again if suitable opportunities arise.

Data Protection Rights

As a job applicant, you have the following rights under the GDPR:

The right to access your personal data

The right to correct any inaccurate personal data

The right to have your personal data deleted

The right to object to or restrict the processing of your personal data

You can exercise these rights by contacting **Nick Verboom** or **Marieta Karagianni**

Security

Gerimedica takes the security of personal data seriously and has implemented appropriate technical and organisational measures to protect personal data from unauthorised access, alteration, disclosure, or destruction. The data is securely stored and protected, and that access to it is restricted to authorised personnel only.

Contact

If you have any questions or concerns about this policy or how Gerimedica processes personal data, please contact **Nick Verboom** (n.verboom@gerimedica.nl) or **Marieta Karagianni** (m.karagianni@gerimedica.nl)