

# Privacy Statement for Applicants of Fixico

Fixico values the protection of your personal data and complies with the General Data Protection Regulation (GDPR). This privacy statement applies to the processing of personal data of applicants who apply through our external recruitment platform, Recrutee. We aim to inform you about how we process and protect your personal data.

## 1. Data Controller

Fixico B.V. is the data controller responsible for processing personal data in connection with the recruitment process.

## 2. Purpose of Data Processing

We collect and process your personal data solely for the following purposes:

- Managing applications and recruitment processes via Recrutee;
- Assessing your suitability for the open position;
- Enabling communication and contact throughout the application process.

## 3. Personal Data We Process

Fixico only processes the personal data you provide via Recrutee. This includes:

- Personal information such as your name, email address, and phone number;
- Resume (CV), cover letters, and relevant educational and work experience;
- Any additional information you have provided, for example, in a cover message.

## 4. Legal Basis for Processing

We process your personal data based on legitimate interest (Article 6, Paragraph 1, sub f GDPR), specifically the interest of Fixico in conducting an efficient and careful recruitment process. In some cases, consent may be required, such as for reference checks or background checks; in those instances, explicit consent will be requested.

## 5. Data Retention Period

Your personal data will be retained only as long as necessary for the recruitment process. If you are not selected, we will keep your data no longer than 4 weeks after the process ends, unless you have consented to a longer retention period. With your consent to be added to our talent pool, we will retain your data for up to 1 year.

6. Data Sharing and Third Parties

Fixico uses Recrutee as an external platform to manage applications. Your data will not be shared with third parties by Fixico without your prior consent, unless required by law. Please note that Fixico is not responsible for the privacy policies of other websites and third parties, including but not limited to Recrutee.

## 7. Security of Your Personal Data

Fixico takes appropriate technical and organisational measures to protect your personal data from loss or unauthorised processing.

## 8. Your Rights

Under the GDPR, you have certain rights regarding your personal data:

- Right to access your personal data.
- Right to rectify inaccurate data.
- Right to erasure (the right to be forgotten), under certain conditions.
- Right to restrict processing.
- Right to object to data processing.
- Right to data portability.

To exercise any of these rights, please contact us via [privacy@fixico.com](mailto:privacy@fixico.com).

## 9. Questions or Complaints

If you have any questions about this privacy statement or the processing of your personal data, please contact our Data Protection Officer, Mujib Azizi:

Phone number: 020- 26 10 720

Email: [privacy@fixico.com](mailto:privacy@fixico.com)

Postal address: Weteringschans 85E, 1017 RZ, Amsterdam, The Netherlands.

If you believe your data is not being processed lawfully, you have the right to lodge a complaint with the relevant Data Protection Authority.

*We can update this privacy statement from time to time. If we make significant changes to the rules that apply to the website or to the way we handle your personal data, we will clearly indicate this on our website. If you continue to use the website after the notification of changes to the conditions, you accept (and agree to) the changes that have been made.*