

1. Who is responsible for the processing of your personal information?

Stabiplan BVBA, Duboisstraat 39, 2060, Antwerpen, Belgium (hereinafter referred to as "we"), is the data controller within the meaning of the EU General Data Protection Regulation ("GDPR").

2. For what purposes and on what legal basis do we process your personal data?

We process personal data about you for the purpose of your application for employment if this is necessary in order to make a decision about the establishment of an employment relationship with us. We may also process personal data about you if this is necessary for the purpose of defence against legal claims arising from the application process and brought against us. The legal basis for both is Art. 6 (1) (f) GDPR.

If an employment relationship will be established between you and us, we may also, pursuant to Art. 6 (1) (b) GDPR, process the personal data already received from you for the purposes of the employment relationship if this is necessary for the performance or termination of the employment relationship or the exercise or fulfilment of the rights and obligations, with regard to employee representation, arising from a law, tariff agreement, company agreement or service agreement (collective agreement).

3. What categories of personal data do we process?

We process data relating to your application. This may be general data about you (such as name, address and contact details), details about your professional qualifications and school education or details about your professional development or other details that you give us in relation to your application.

We may also process work-related information that has been made publicly available, such as for example a profile on professional social media networks.

4. From which sources does personal data originate, if we do not collect it from you?

If we do not collect data directly from you and you have an active professional profile on a job platform, or disclose to us, in the context of the application process, an inactive or partially active profile in a professional social media network, we may collect personal data from it.

5. Which categories of data recipient are there?

We may share your personal data with companies associated with us, if this is permissible within the context of the purposes and legal bases described under section 3. Personal data is also processed on our behalf on the basis of contracts in accordance with Art. 28 GDPR, in particular by web hosts or suppliers of application management systems.

6. Is data transfer to a third country intended?

We only transmit data to service providers or corporate groups in a third country if the European Commission has determined that the third country has an adequate level of data protection or other sufficient data protection guarantees (e.g. binding corporate data protection rules or EU model contractual clauses) are in place. Information about the data protection guarantees and how and where to obtain a copy of them, is available on request from privacy@trimble.com.

7. For how long is your data stored?

We store your personal data for as long as is necessary to make a decision about your application. If no employment relationship is concluded between you and us, we may also continue to store data, if this is necessary for the defence of any legal claims. Application forms and other hiring related documents candidates have provided to us are deleted six months after notification of the rejection decision, unless a longer storage period is required because of legal disputes.

8. What rights do you have?

As an applicant you have the following data protection rights, depending on your particular situation. In order to exercise these rights you can contact us using the details given in section 1 or via Privacy_HR_Europe@trimble.com.

You may write to the above-mentioned address to request **information** concerning the data stored about you. Under certain circumstances, you may also request the **correction** or **deletion** of your data. You also have **the right to restrict the processing** of your data as well as **the right to have data which you have provided published** in a structured, commonly-used and machine-readable format.

Right to object

You have the right to object to the processing of your personal data for direct marketing purposes without giving reasons. If we process your data for the safeguarding of legitimate interests, you may object to this processing on grounds relating to your particular situation. In that case we shall no longer process your personal data, unless we can demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms or for the establishment, exercise or defence of legal claims.

You may also contact a data protection supervisory authority with a complaint. Our data protection supervisory authority is:

10. Requirement to provide personal data

The provision of personal data is neither legally nor contractually required, nor are you obliged to provide the personal data. However, the provision of personal data for the conclusion of an employment contract with us is necessary. This means that if you do not provide us with any personal data in an application, we shall not enter into an employment relationship with you.

11. No automated decision-making

There is no automated individual decision-making within the meaning of Art. 22 GDPR. This means that the decision about your application is not based solely on automated processing.