

Privacy statement for applicants

This 'Privacy Statement for Job Applicants' (hereinafter referred to as 'Privacy Statement') regulates the processing of your Personal Data by the controller:

Agristo N.V, with its registered office at Waterstraat 40, 8531 Harelbeke, (Belgium), and filed with the Crossroads Bank for Enterprises under number 0425038558 (including its affiliated companies, which are listed at the end of this statement) (hereinafter referred to as 'Agristo').

Agristo believes that it is important that the processing of Personal Data is done in a manner that is in accordance with the existing laws and regulations for the protection of privacy.

Read this Privacy Statement carefully given that it contains your rights and obligations vis-à-vis Agristo.

Agristo reserves the right to amend this Privacy Statement. This Privacy Statement may be revised or updated regularly and we advise you to check this Privacy Statement and the General Privacy Statement regularly so that you are aware of these changes.

Article 1 – General

1.1. By (i) completing and/or sending the application form; (ii) applying online via our or other websites or social media; or by sending us an e-mail, text message or job application letter, you (hereinafter referred to as the 'Applicant') agree that Agristo may process your Personal Data and include it in our database. You also agree with this policy if we process your data after we have obtained it from a recruiter, headhunter or temporary employment office or through job fairs, referrals from employees, job days or a government agency.

1.2. With this Privacy Statement, Agristo complies with Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons

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with regard to the processing of personal data (hereinafter referred to as the General Data Protection Regulation or 'GDPR').

Article 2 – Personal Data

2.1. Personal Data that you are obliged to share with us:

- Applicant's contact details (name and address information, e-mail address, language);
- Applicant's education (schooling, courses, and so on);
- CV
- date of birth

2.2. All other relevant information for the job application may be shared on a voluntary basis.

2.3. If you visit our offices for a job interview, you need to give us the following information when registering:

- Name and first name
- Contact person at Agristo
- Your vehicle registration number
- Time of arrival and departure
- Signature

2.4. Agristo collects and processes Applicants' Personal Data in the following ways:

- Directly or based on forms and/or attached CVs via the Agristo job page at <https://jobs.agristo.com/en>
- Via personal contacts, telephone conversations, text messages, letters and/or e-mails.

Article 3 – Processing purposes

3.1. General purposes:

We treat Personal Data confidentially and only use it for Agristo's application procedure.

3.2. Security:

We ask for the Personal Data that you give us when you register at our offices for security reasons.

3.3. Transferring data to third parties:

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We will not disclose information to third parties unless we are required to do so by law or unless these third parties state that they comply with the provisions of the GDPR.

3.4. Transferring data internally:

The Applicant states that he or she agrees with the further processing of Personal Data within Agristo and the companies affiliated with it in the group.

3.5 Transferring data externally

Where necessary Agristo will transfer the Applicant's Personal Data to the external service providers that Agristo engages in the context of the application procedure.

Article 4 – Duration of the processing

Agristo stores the Applicants' Personal Data during the recruitment and selection procedure.

Personal Data is also retained for a period of three years after the recruitment and selection procedure.

Agristo no longer has access to this Personal Data after this period has expired.

Article 5 – Your rights

5.1. Right of access and right of inspection:

The Applicant has at all times the right to free access to his or her Personal Data held by Agristo. The Applicant's right of access refers to an overview of the Personal Data that Agristo has gathered by collecting the information that was transferred by the Applicant him- or herself. However, the right of access does not give the Applicant the right to inspect any internal notes made by authorised Agristo staff members or appointees.

Agristo will provide access to the Applicant's data after receiving a written request from the Applicant in question (**with a copy of the front of his or her identity card**) via

- e-mail privacy@agrsto.com

5.2. Right of rectification and restriction of processing:

The Applicant is free to decide whether or not to share his or her Personal Data with Agristo. In addition, the Applicant always has the right to request Agristo to rectify or supplement Personal Data.

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The Applicant may also request that the processing of his or her Personal Data be limited to the Personal Data required to identify and qualify the Applicant for a particular job.

5.3. Right to object:

The Applicant also has the right to object to the processing of his or her Personal Data for compelling and legitimate reasons.

5.4. Right to data portability:

The Applicant has the right to obtain his or her Personal Data that Agristo processes in a structured, digital, commonly used and machine-readable format and/or to have it transferred to other controllers.

5.5. Right to withdraw permission:

To the extent that the processing is based on the Applicant's prior permission, he or she has the right to withdraw that permission.

5.6. Right to be forgotten (right to erasure)

In addition, the Applicant always has the right to ask us to erase Personal Data. The Applicant acknowledges that Agristo can no longer consider the application if a request is made to delete Personal Data.

5.7 Exercising your rights:

The Applicant can exercise his or her rights by sending a written request (**with copy of his or her identity card**) to

- privacy@agrsto.com.

5.7. Right to file a complaint

The Applicant also has the right to file a complaint with the Belgian Data Protection Authority or the Dutch Data Protection Authority:

For Belgium:

Belgian Data Protection Authority,
Drukpersstraat 35,
1000 Brussels,
Tel +32 (0)2 274 48 00, Fax +32 (0)2 274 48 35,
email: contact@apd-gba.be.

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For the Netherlands:

Dutch Data Protection Authority,
P.O. Box 93374
2509 AJ The Hague,
Tel +31 (0)88 1805 250, Fax +31 (0)70 8888 501,
www.autoriteitpersoonsgegevens.nl

After filing a complaint with the local or national data protection authority, seeking relief at the civil court is still possible.

If the Applicant suffers damages as a result of the processing of his or her Personal Data, he or she may institute a claim for compensation.

Article 6 – Security and confidentiality

6.1. Agristo has designed security measures that have been adapted technically and organisationally to avoid the destruction, loss, forgery, modification, unauthorised access to or accidental disclosure to third parties of the Personal Data it has collected, as well as any other unauthorised processing of this data.

Article 7 – Third-party access

7.1. To be able to process Personal Data, Agristo N.V. grants access to Personal Data to its employees to the extent that it is necessary for one of the purposes of processing as outlined above.

7.2. Agristo guarantees a similar level of protection by making contractual obligations, which are the same as this Privacy Statement, enforceable against these employees and appointees.

Appendix 1

This privacy statement applies to Agristo N.V. and to all companies linked to Agristo N.V., as listed below:

- Imsto N.V.

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- Wilco N.V.
- Agristo Nazareth N.V.
- Agristo B.V. (the Netherlands)
- Agristo UK Ltd