

PRIVACY STATEMENT FOR APPLICANTS

The protection of your personal data is of great importance to us. Therefore, with this privacy statement, we wish to inform you about the processing of your personal data, collected through our website or by other means. The current, valid version will always be available on www.indigomed.com/careers.

Data controller

The data controller is the natural person or legal person determining the purposes and means of the processing of your personal data.

Indigo Diabetes NV (hereafter “**Indigo**” or “**We**”), with registered offices at 9052 Ghent, Bollebergen 2B, box 5, and registered in the Crossroad Bank for Enterprises with company number 0666.442.557, will assume as data controller the concrete implementation of the obligations regarding the provision of information and the exercise of your rights in connection with the processing of your personal data.

Data subjects

This privacy statement applies to all individuals applying for employment at Indigo or who have been contacted by us in the framework of recruitment.

Purposes of processing and data processed

The data we usually hold about you will include the following (non-exhaustive overview):

- Your **personal identification data** (name, age, sex, ...);
- **Contact details** (your (private) correspondence data);
- **Photo** (insofar provided by you);
- Your **education and professional background**
 - Followed education – schools – education period;
 - Previous employers – functions;
 - Information about your compensation and benefits with your previous employers;
- Information you have revealed on **social networks**;
- Information you have mentioned in **your cv and in your accompanying letter**;
- **Psychological descriptions**;
- **Character traits**;
- The content of our **correspondence**;
- **Assessments** of your application or of your aptitude.

Generally, personal data we process about you will usually be obtained from yourself. In specific circumstances, we may receive personal data about you from third parties whom you have indicated that we may contact them (e.g. reference person).

We can also obtain personal data from third parties with whom we have concluded a contract with a view to the collection of that information (e.g. headhunters, recruiting agencies).

We only process your personal data in the context of your employment application, particularly if you have applied for an open position, in case you apply spontaneously, or in case you have been contacted by us within the framework of recruitment:

Personal data	Purpose of the data processing	Legal basis
All data mentioned in this section	Finding an adequate candidate for vacant positions	The legitimate interest to find the most adequate candidate for a function (article 6, f GDPR)
All data mentioned in this section	Establishment of a recruitment pool	The legitimate interest to establish a recruitment pool for future, vacant positions (article 6, f GDPR)
Personal identification data; Contact details	Fulfilment of precontractual steps (e.g. preparing and sending an offer, drafting a draft agreement, ...)	The legitimate interest of ensuring that the onboarding process runs smoothly and that a qualitative HR policy is pursued (article 6, f GDPR)

Where personal data are processed on the basis of a legitimate interest (cf. article 6, f) of the AVG), the data subject may always request information from Indigo about Indigo's legitimate interests in processing the personal data, and about the balance of interests in such processing.

Retention of your personal data

Generally speaking, your personal data will be retained as long as necessary for the fulfilment of the above purposes.

In case you submitted an application with us or in case you have been contacted within the framework of recruitment, which did not lead to employment, your personal data will be retained during a period of maximum 1 year after rejection so that we can contact you again in the future within the framework of new professional opportunities.

Sharing your personal data

To achieve better quality and efficiency in the processing of personal data, we may enter into contracts with third parties to carry out this processing on our behalf and only according to our instructions. Typically, this may include *data hosting* providers. Service providers to whom your personal data are transferred, are bound by specific agreements and are required to keep your data securely.

In addition, as part of executing pre-contractual steps, we may share your personal data with a wide range of professional service providers and suppliers (e.g. legal advisors).

Additionally, disputes and other incidents may lead us, in exceptional circumstances, to share personal data about you with police and other law enforcement bodies.

Cross-border transfers of personal data

The technical processing and transmission of your personal data (whether within Indigo or through third parties) may involve transmissions over various networks, including the transfer of your personal data to other countries.

In principle, your personal data will not be transferred to countries outside the European Economic Area that do not guarantee a level of protection equivalent to that provided by European legislation.

If this nonetheless happens, Indigo will take sufficient security measures to ensure that your personal data are adequately protected (e.g. by incorporating standard clauses for the transfer of personal data). In such case, the personal data will solely be transferred to third countries, on the basis of the model agreement made available by the European Commission.

Your rights

You have the right to request access to your personal data, and its correction in the event of inaccuracies. You also have the right to request erasure or restriction of your personal data when such data is no longer relevant. Although you may request that your personal data be deleted at any time, we may have to retain certain personal data for contract performance purposes or in order to comply with statutory retention obligations.

In addition, you have the right to object to the processing of your personal data in relation to justified personal circumstances and to request the restriction of the processing in specific circumstances.

Finally, note that you have the right to receive the personal data you have provided to us, in a structured, commonly used and machine-readable format (data portability).

Contact information

If you have any questions or concerns about this statement, any concerns about your personal data being processed as outlined above, or would like to exercise the rights outlined above, please contact us through sending an email at privacy@indigomed.com which is the single point of contact.

Data Protection Authority

Finally, please note you have the right to lodge a complaint with respect to the processing of your personal data with the Belgian Data Protection authority, the contact details of which are:

Data Protection Authority – Autorité de protection des données - Gegevensbeschermingsautoriteit
Drukpersstraat 35
1000 Brussels
www.dataprotectionauthority.be