

New10 recruitment and selection privacy statement

This is the privacy statement that applies to all candidates who participate in New10's recruitment and selection process. The recruitment and selection process start when you apply for a vacancy at New10. The process ends as soon as you are rejected or sign an employment agreement with ABN AMRO. This privacy statement explains how New10 handles your personal data.

Who is responsible for your personal data?

New10 is responsible for your personal data. New10's full details are as follows:

Meester Treublaan 7,
1097 DP Amsterdam.

New10 is a subsidiary of ABN AMRO Bank N.V. ABN AMRO N.V.'s full details are:

Gustav Mahlerlaan 10
1082 PP, Amsterdam

Data Protection Officer

As part of ABN AMRO N.V. New10 uses ABN AMRO's Data Protection Officer. The Data Protection Officer monitors the application of, and compliance with, data protection legislation. If you have questions about the use of your personal data, please contact recruitment@new10.com

Source of personal data

Most of the personal data relating to you that is processed by New10 is personal data that it obtained directly from you. In addition, New10 uses personal data relating to you that it obtains possibly from other sources. Personal data may be obtained from sources such as:

- An employment or recruitment agency
- Public sources such as search engines and public sections of social media accounts.
- The Incident Warning System for Financial Institutions. For more information about this warning system and its workings, please visit the website of the Dutch Banking Association: nyb.nl/IFI.
- You will undergo screening before you join New10. In that context, New10 and ABN AMRO receive personal data relating to you from the agency that performs the screening. You can read more about this screening under 'Pre-employment screening' below.

On what basis does New10 process your personal data?

New10 uses your personal data for one or more of the following reasons.

Rules and regulations

New10 processes your personal data because it is required to do so under various laws and regulations. Financial institutions are governed by many rules. New10 must have sound and controlled operational policies and processes in place in order to manage integrity risk and guarantee the integrity of the financial sector as a whole. One aspect of sound and controlled operational policies and procedures is the selection of ethical employees.

Legitimate interest

New10 may also use your personal data if it has a legitimate interest in this. For this to apply, New10's interest in using your personal data must outweigh your right to privacy. In situations such as these, New10 balances all the interests.

The following are examples of legitimate interests that New10 has in using your personal data in the recruitment and selection process:

- The recruitment and selection of suitable, qualified employees
- Protecting the New10's property and data
- Ensuring the security and safety of New10 and its employees

What does New10 use your personal data for?

New10 uses your personal data for the following purposes.

1. **Recruitment and selection of suitable, qualified employees.** New10 uses your personal data in order to assess your suitability for the relevant role. If you are given an employment agreement, ABN AMRO uses your personal data to draw up this contract.
2. **Ensuring integrity and security.** New10 also uses personal data to protect itself, its property, its data and its employees from all kinds of breaches, damage and losses insofar as possible.
 - a. This includes security cameras within New10 office and in its surroundings.
 - b. New10 performs pre-employment screening. You can read more about this screening below.
3. **Rules and regulations** Finally, New10 uses personal data relating to employees in order to comply with applicable legislation and regulations, New10 must have sound and controlled operational policies and processes. One aspect of sound and controlled operational policies and procedures is the selection of ethical employees.

Pre-employment screening

As guaranteeing the reliability, professionalism and security of its organisation is important to New10, the final phase of the application process consists of pre-employment screening. Personal data obtained from public sources may also be used for this purpose.

ABN AMRO's and New10's pre-employment screening consists of the following as a minimum:

- investigation of irregularities;
- identity check;
- address verification;
- own statement on integrity;
- certificate check;
- employment background check covering the past five years;
- Certificate of Good Conduct (VOG).

The screening process consists of internal and external screening. ABN AMRO and New10 perform the internal screening, and in that context, it will request, access and verify information relating to you. In the case of external screening ABN AMRO and New10 specialist screening agency CV-OK is used (for more information go to www.cv-ok.nl). We do not transfer your personal data to that agency: you must enter and upload your personal data on that party's website yourself. If you apply for a role in a country other than the Netherlands, a local screening agency performs the screening or, alternatively, the organisation in the relevant country follows its own screening procedure.

Does New10 use your personal data for other purposes that the purpose for which it was initially obtained

New10 may also use your personal data for a purpose other than the purpose for which you initially provided it. This is, however, subject to the condition that the new purpose must be in line with the purpose for which you initially provided your personal data to us. To determine whether this is the case, New10 looks at the following aspects as a minimum:

- Is this purpose clearly related to the purpose for which you initially provided the personal data? Is the new purpose appropriate to the initial purpose?
- How was the personal data originally obtained from you? Was the personal data obtained directly from you or in another way?
- What kind of personal data is concerned exactly? Does it concern sensitive data, or data that is not so sensitive?
- What would be the implications for you if New10 were to use the personal data in another way? Would you benefit, suffer or neither?
- What can New10 do to ensure the highest possible level of data protection when reusing your personal data? Examples include anonymisation and encryption.

Does New10 share your personal data with others?

The application process starts when you upload data in Workable. Workable is all-in-one recruiting software. For more information about Workable please go to: <https://www.workable.com/privacy>.

If New10 decides to hire you, your data will be shared with Raet so that it can draw up your employment agreement. Raet takes care of HR-related matters for ABN AMRO and New10.

New10 takes due care when selecting the companies with which it works. New10 reaches clear contractual agreements with these companies on how they are to handle your personal data. New10 continues to be responsible for your personal data when it engages another company to carry out work on its behalf.

Personal data protection

New10 goes to great lengths to ensure the highest possible level of protection for your personal data. In connection with this, New10 invests heavily in its people, systems and procedures. The way of working is constantly geared to the sensitivity of the relevant data. Employees are trained how to keep data safe and secure.

For security reasons, details of the precise data protection measures taken New10 cannot be provided. Examples of the measures taken by New10 to protect the personal data of employees can be found in section headed 'What does New10 use your personal data for?' under item 2.

Is your personal data processed outside Europe too?

New10 may make use of IT suppliers that are based outside Europe or that also offer services from countries outside Europe. In that case, New10 will ensure that personal data is transferred in accordance with the data protection legislation.

How does New10 determine the period for which your personal data is stored?

When determining the storage periods for such personal data, the guiding principle is that the personal data is kept for at least as long as is necessary in order to fulfil the purpose for which that personal data was obtained.

The data protection legislation does not stipulate specific storage periods for personal data. Other legislation may specify minimum storage periods, however. If it does, New10 must observe these periods.

In principle, New10 keeps the personal data of rejected candidates for a period of maximum one year from the date on which their application is rejected. New10 keeps rejected candidate's data to keep the possibility to make a new job offer to the rejected candidates when suitable job opening occurs. If your application has been rejected and you want your personal data to be removed before the end of that period, you can request this via recruitment@new10.com. If you are hired as an employee, ABN AMRO will keep your personal data for the same length of time as personal data relating to other employees. Most personal data relating to employees is kept for a period of seven years following the termination of employment.

What rights do you have?

Right of inspection, right to rectification, right to be forgotten, right to restriction

You have the right to inspect the personal data relating to you that New10 processes. You can also ask New10 to correct any inaccuracies in your personal data. To do this, please submit a request via recruitment@new10.com.

In some cases, you can also ask New10 to delete your personal data. New10 is not obliged to grant your request for the deletion of your personal data in all cases. For example, it is not under an obligation to do so if the law requires it to keep your personal data for a longer period of time.

You can also ask New10 to restrict the use of your personal data on a temporary basis. This is possible in the following situations:

- You think that your personal data are incorrect;
- New10 uses your personal data wrongfully;
- New10 wants to destroy your personal data (for instance after the storage period has ended) but you still need it.

Requests for the deletion of your personal data or the restriction of its processing can also be submitted through recruitment@new10.com. Always clearly indicate the reason for your request.

For more information about your rights and how to submit your request please contact recruitment@new10.com.

Right to data portability

New10 can arrange for you to obtain your personal data that you provided to it and which is stored by automated means. It will not do this unless it processes your personal data on the basis of your consent or the contract it has concluded with you. This is referred to as data portability.

Requests to receive your personal data or provide it to another party can be submitted through recruitment@new10.com.

Please keep your personal data secure. Check whether any party you want to provide your personal data to can be trusted and keeps your personal data as safe as New10 does. If you want to receive your personal data, please make sure that your own equipment is adequately secure and has not been, or cannot be, hacked.

Is anything unclear?

Please contact recruitment@new10.com if you have any questions about this privacy statement. We are here to help.

Do you have a complaint?

If you do not agree with the way in which New10 or ABN AMRO N.V. handles your personal data, you can lodge a complaint by sending an e-mail to recruitment@new10.com

You can also lodge a complaint with the Dutch Data Protection Authority (Dutch DPA).

Changes to the Privacy Statement

The way your personal data is used may change over time due to changes in laws and regulations or in internal procedures or systems that will directly affect New10's use of your personal data. If this happens, the Privacy Statement will be changed, and New10 will notify you of these changes. In that case, the changes will be posted on the website www.new10.com.