Privacy and Cookie Statement

Version: 2.1

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IXON takes the protection of your privacy very seriously and wants to be transparent regarding how your personal data is collected, processed and shared by us. The personal data that is collected through our services is processed in accordance with the applicable privacy regulations.

This Privacy and Cookie Statement describes your rights and obligations with regard to the process of application and recruitment as provided by the website careers.ixon.cloud.

What data do we collect and how will we use it?

We only collect, store and use personal data that is provided by you (for example via our recruitment form or in a resume attachment) to consider your application and to contact you. We will not use your personal data for any other goals, unless you have given us permission to do so or if we are legally obliged or allowed to do so. Our processing of your personal data is based on our legitimate interest of handling your job application, as stated in article 6 under f GDPR.

Depending on the application data you provide us, different types of data may be processed by us. For example:

- first name;
- last name;
- email address;
- phone number;
- CV or resume;
- photo;
- cover letter;

If the application is considered, we may also process the following data:

- address;
- interview notes;
- (if applicable) the results of a screening, assessment, psychological tests or medical examination;

Furthermore, we process your IP address and location to grant access to the website careers.ixon.cloud, to gain insight in the use of our website and to improve and evaluate our services.

How do we collect your data?

IXON collects your personal data when you:

- visit our website careers.ixon.cloud;
- directly provide your personal data to us (for example, via our application form);
- reply to emails sent from the careers.ixon.cloud platform.

How do we store your data?

Your personal data is only stored in countries within the European Economic Area (EEA). Your data is stored utilizing appropriate security systems and encrypted connections to protect your personal data against loss or any form of unlawful processing. More information about how we secure your

personal data and our platform in general can be found [here](#).

IXON may only share your personal data with third parties if this is permitted by current legislation. We may share your personal data with third parties for the following purposes:
- we contracted them to process certain data;
- it is required for delivering our services to you;
- we are required to do so by law;

The parties that process your personal data on our behalf are IT service providers.

How long do we store your personal data?

We will not store your personal data longer than necessary in order to achieve the purposes as described within this Privacy and Cookie Policy. The personal data you provide to IXON for job application purposes will be retained by IXON for a period of 4 weeks after the end of the application process. If you have given your consent, the data will be stored till 1 year after the end of the application process. When you're hired, the required data will become part of your personnel file.

What are your rights?

You have the right to ask IXON to provide access to information on and access to, rectification, erasure and restriction of your personal data, as well as the right to object to the processing and the right to data portability. Please contact us for exercising your rights using our contact details below.

If you do not agree with how we are handling your personal data, you can always request further clarification from our Privacy Officer via privacy@ixon.cloud.

When you feel that your problem has not being effectively resolved, you can contact the Dutch Data Protection Authority: www.autoriteitpersoonsgegevens.nl/en

Cookies

Cookies are small information files that can be automatically stored on, or read out from the device (including a PC, tablet, or smartphone) of the person visiting our website. The information processed through the use of cookies, may be transferred to servers controlled by IXON, or to the servers of a third party. On our website, cookies are being used to:
- analyze and improve the use of the website (analytical cookies);
- provide us with insight about the visitors on this website (tracking cookies).

We use the following cookies:
- Google Analytics (analytical cookie)
- Careers.ixon.cloud uses Google Analytics in order to provide us with insight about the use of our website and the effectiveness of our campaigns. The personal information obtained consists of your IP address and will be stored on servers owned by Google. More information about the processing of personal data by Google Analytics can be found within the Privacy policy of Google.

Disabling of cookies

You can prevent the placement of cookies by adjusting the settings on your browser (check your browser's 'Help' section for specific instructions). In case you only want to accept the cookies for Google Analytics and the functioning of the website but not the advertisement cookies, you can choose the setting in your browser "block cookies of third parties". Beware: most websites do not

function optimally when cookies are disabled.

Removal of cookies

Most cookies have an expiration date. This means that they will automatically expire after a certain period and no longer register any data concerning your visit to the website. Another option is to remove the cookies manually before the expiration date. In order to do this, consult the instructions or 'Help' section of your browser.

Websites of third parties

This Privacy and Cookie Statement is not applicable to websites of third parties that are connected with our website, via links. We cannot guarantee that these third parties handle your personal data in a reliable and safe way. Therefore, we suggest you read the privacy policy of these websites before using the website.

Adjustments to this Privacy and Cookie Statement

We reserve the right to adjust this Privacy and Cookie Statement. Adjustments will be published on this website. It is recommended to consult this Privacy and Cookie Statement frequently, so that you are aware of any adjustments.

Contact details

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