

Privacy Statement

1. GENERAL INFORMATION

A. PRIVACY

- i. Iolan B.V. takes your privacy seriously. We process your personal data when you use our website, our services, or when you provide this information to us yourself.
- ii. Within the meaning of the General Data Protection Regulation (GDPR), Iolan B.V. is the so-called data controller.

B. SUMMARY

- i. We strive to process the personal data you provide to us with due care. Through this privacy statement, we provide you with a transparent and clear overview of:
 - a. The purpose for which we process your personal data;
 - b. Which personal data we may process from you;
 - c. How long we will retain your personal data;
 - d. Which (sub-)processors we use in the processing of your personal data;
 - e. Which rights you have under the GDPR regarding processing by Iolan B.V.; and
 - f. The measures we take to protect your personal data.

2. OVERVIEW OF THE PERSONAL DATA WE PROCESS

A. FROM YOU AS A WEBSITE VISITOR

- i. Name
- ii. Address details
- iii. Email address
- iv. Telephone number
- v. Personal data you provide by uploading your CV
- vi. Other personal data you actively provide through contact
- vii. Location data
- viii. Data about your activities on our website
- ix. IP address
- x. Internet browser and device type

3. SPECIAL AND/OR SENSITIVE PERSONAL DATA WE PROCESS

A. MINORS

- i. Our website and services are not intended to collect data from website visitors under the age of 16, unless written consent has been provided by parents or guardians. Iolan B.V. cannot verify whether a visitor is older than 16 years. We therefore encourage parents to be involved in the online activities of their children. Together we can prevent data about children from being collected without parental consent.

B. CONTACT US IF YOU SUSPECT AN ERROR

- i. If you believe that we have collected personal data about a minor without the aforementioned consent, please contact us via iolan@iolan.com. We will then immediately delete this information.

4. WHY AND FOR HOW LONG WE NEED DATA

A. IOLAN B.V. PROCESSES YOUR PERSONAL DATA FOR THE FOLLOWING PURPOSES:

- i. To email you if this is necessary to perform our services;
- ii. To give you the opportunity to schedule an appointment through the website;
- iii. To send you our newsletter if you have subscribed to it;
- iv. To give you the opportunity to apply for one of our vacancies;
- v. To send you information upon request in response to the contact form; and finally,
- vi. To analyze your behavior on the website in order to improve our website and tailor it to your preferences.

B. RETENTION PERIODS

- i. Iolan B.V. will not retain your personal data longer than strictly necessary to achieve the purposes for which your data is collected. If you would like information about our retention periods in your specific case, please contact us via: iolan@iolan.com.

5. PROCESSING BY THIRD PARTIES

- i. Apart from any cookies we use, as described in our cookie statement, the data we process from you on this website is not processed by third parties.

6. MAPPING YOUR WEBSITE VISIT

A. COOKIES

- i. Iolan B.V. uses cookies. There are different types:
 - a. **Functional cookies:** These cookies have a purely technical functionality. They ensure that the website works properly; for example, your preference settings can be remembered. We can also use these cookies to optimize our website and our services through the website.
 - b. **Analytical cookies from third parties:** These cookies may track your browsing behavior. These cookies are placed when analytical service providers are used, such as Google Analytics.
 - c. **Tracking cookies:** These cookies are placed by an external party. By reading the cookies, the advertiser recognizes you when visiting a site in which they are also involved. If you continue browsing, personalized advertisements may be shown. These cookies may also track your browsing behavior, allowing these parties to build a very specific profile. This profile can be so detailed that it constitutes personal data.

B. WHAT IF YOU DO NOT LIKE COOKIES

- i. Your cookie settings were set by yourself during your first visit to our website. All non-functional cookies can be refused per category. Cookies other than functional or anonymous analytical cookies are only placed after an active action by you as a visitor. You can change your settings at any time through our website.

7. VIEWING, MODIFYING, OR DELETING DATA

A. YOUR RIGHTS

- i. You have the right to:
 - a. Access your personal data;
 - b. Submit a request to correct data;
 - c. Request that we process less of your data;
 - d. Request deletion of your data;
 - e. Have your data transferred to someone else;
 - f. Submit a complaint as further described in Article 8.
- ii. If you have questions or comments regarding the data processing of Iolan B.V., please send a request to iolan@iolan.com
- iii. Iolan B.V. wants to ensure that the request for access has been made by you. Therefore, we kindly ask you to send a copy of your proof of identity along with your request for access, correction, or deletion. To protect your privacy, Iolan B.V. requests that you black out your photo, MRZ (machine readable zone, the strip with numbers at the bottom of the passport), passport number, and Citizen Service Number (BSN) in this copy.
- iv. Iolan B.V. will respond to your request as quickly as possible, but in any event within four weeks.

8. RIGHT TO LODGE A COMPLAINT

A. INTERNAL HANDLING

- i. If you have complaints about the way (personal) data is processed, Iolan B.V. will gladly help resolve these through mutual consultation. Please initially direct your complaint to iolan@iolan.com.

B. DUTCH DATA PROTECTION AUTHORITY

- i. Under the General Data Protection Regulation, you have the right to lodge a complaint with the Dutch Data Protection Authority regarding our processing of your personal data. You can contact the Dutch Data Protection Authority for this purpose. More information about your right to complain can be found via: <https://autoriteitpersoonsgegevens.nl/nl/zelf-doen/privacyrechten/klacht-over-gebruik-persoonsgegevens>

9. SECURITY OF COMMUNICATION THROUGH SSL ENCRYPTION

A. SSL

- i. To protect you as a website visitor, Iolan B.V. uses secure encryption technologies. With SSL (Secure Socket Layer), your personal data is encrypted when used on our site (and therefore not visible to third parties). This ensures that your data is only visible to you and our server.
- ii. We use SSL encryption on all parts of our site where your data is used, such as when filling out the contact form. You can recognize this yourself. When you are on an encrypted part of our site, you will see a padlock symbol appear in the bottom right or top left of your browser. In addition, the URL changes from <http://> to <https://>, which also indicates that the page is secure.

B. WE TAKE SECURITY SERIOUSLY

- i. Iolan B.V. takes the protection of your data very seriously and therefore takes appropriate measures to prevent misuse, loss, unauthorized access, unwanted disclosure, and unauthorized modification. If you believe your data is not properly secured or there are indications of misuse, please contact us immediately via iolan@iolan.com.

10. CHANGES TO THIS PRIVACY STATEMENT

A. CHANGES

- i. Since Iolan B.V. continually evaluates its own policies and new processing purposes may be added to our website(s), changes may occur in this privacy statement.

11. QUESTIONS

A. CONTACT

- i. If you have comments regarding this privacy statement or general questions regarding the GDPR, you can contact us via iolan@iolan.com.