

This Privacy Policy is applicable to all entities of the BRV Engineering ('BRV', 'we' or 'us'). The main administration of BRV is located at Kardinaal de Jongstraat, 5554RB, Valkenswaard, The Netherlands.

As your privacy and the protection of your personal information is of importance to us, we aim to handle your personal information in the best way possible. This Privacy Policy will further explain when and why we collect your personal information, how we aim to use your personal information and when we will terminate your personal information. We have implemented the appropriate safeguards to ensure the confidentiality, security, and protection of your personal information. BRV complies with all applicable laws and regulations, including the General Data Protection Regulation (GDPR) (EU) 2016/679 ('GDPR').

### Collection of personal information

While using our services, you may want to contact us regarding any business inquiries, recruitment questions or to apply for a vacancy.

When you contact us for business purposes via our Contact page or with any recruitment questions via our Careers page, the personal information we can process may be contact details such as your full name, email address and telephone number.

When you submit a job application through our Vacancy page, we can process the following personal information:

Contact details such as full name, email address and telephone number

Picture, CV, cover letter

Email communications throughout the hiring process

We solely collect the personal information you freely provide to us. By agreeing with this Privacy Policy, you are giving us your explicit consent to collect, process, store and share your personal information for the purposes laid down in this Privacy Policy. You can withdraw your consent at any time.

### How we use your personal information

We will only use your personal information for the purpose for which it was initially collected (as described in the previous section). This includes to follow up on business related or recruitment related inquiries and to contact you regarding any (business) activities. We may

also use your personal information to keep you up to date with the latest BRV news, possible job openings and to improve our website and services.

If you have provided us with your personal information as part of the job application form through the Vacancy page, we may process this personal information for the purposes of the hiring process. We will use this information throughout the hiring process insofar necessary for this purpose.

#### Storage and deletion of your personal information

We will store your personal information for the purpose for which it was initially collected. We will delete your personal information from our database when processing and storing is no longer necessary for any of the specified processing purposes. If any other processing purpose arises, we will obtain your explicit consent before processing in accordance with the new processing purpose. You may at any time withdraw your consent.

If we have collected your information through the Vacancy page, we may store your personal information throughout the course of the hiring process. We will store the personal information you have provided us with for a maximum period of one year to contact you about any future job openings that might match your profile.

Depending on the processing operations, it may be necessary for us to store your personal information for a longer period, in accordance with obligations under applicable laws and regulations.

#### Your privacy rights

You have the right to access your personal information at any time. You also have the right to request removal of your personal information. We will do so if you choose to withdraw your consent or if processing and storing your personal information is no longer necessary for legal obligations.

Changes may occur in your personal information; we ask you to notify us if any changes in your personal information take place so we can ensure your personal information is accurate and up to date.

You have the right to obtain rectification of any inaccurate personal information concerning you. In some cases, you also have the right to restrict processing of your personal information.

In addition to this, you also have the right to be provided with a copy of your personal information.

#### Sharing your personal information

BRV shares your personal information with third parties insofar necessary for the performance of the processing operations. This may include Google services, other entities of the BRV Engineering group and Microsoft Office 365. We guarantee that these parties can provide an adequate level of data protection. We guarantee that your personal information will only be transferred to third parties within the EEA/EU, or to third parties outside the EEA/EU that provide for an adequate level of data protection in accordance with GDPR.

#### Cookies

BRV uses functional and analytical cookies. A cookie is a small file that will be saved to your device after visiting our website. These cookies help us better understand user behavior, improve our website, and facilitate and measure the effectiveness of advertisement and web searches. We consider this information, when combined with other identifiable information about you, personal information within the meaning of this Privacy Policy. If you prefer, you can change your browser settings to restrict or reject cookies. In addition to this, you can withdraw your consent at any time. Please note that removing or rejecting cookies could affect the functionality of our website.

#### Data security

BRV has the adequate security measures and procedures in place to ensure protection and security of your personal information.

#### General

We appreciate the trust you have in us and we will be careful and mindful with your personal information. If you have any questions, requests, or notices, please contact us at [info@brv-eng.com](mailto:info@brv-eng.com).

This is the most recent version of our Privacy Policy (1 May 2024).