

DataSnipper B.V
Aambeeldstraat 34
1021 KB, Amsterdam



Recruitment Privacy Statement

Last updated: 1 January 2026

1. Why do we have this Recruitment Privacy Notice?

When you (the "Candidate" or "you") apply for a job at DataSnipper B.V. ("DataSnipper", "we", "us"), we process information about you.

This Recruitment Privacy Notice explains:

- what personal data we process about you;
- for which purposes and on what legal bases we do so;
- how long we keep your personal data;
- who we share it with; and
- which rights you have under the GDPR.

When we talk about "personal data" in this notice, we mean any information that can be linked to you as an individual (for example your name, contact details or CV). We may also use information in an aggregated or anonymised form (for example statistics about our hiring process). This data can no longer identify you.

This notice applies only to Candidates applying for a role at DataSnipper. If you become an employee, our Employee Privacy Notice will apply in addition to this notice.

2. Who are we?

DataSnipper B.V.

Aambeeldstraat 34

1021 KB Amsterdam

The Netherlands

Email: legal@datasnipper.com

www.datasnipper.com
+31202117654
Info@datasnipper.com

3. What personal data do we process?

When you apply for a role with us, we process the following categories of personal data:

Identification and contact details

- First and last name
- Email address
- Telephone number
- City and country of residence
- LinkedIn profile or other professional profiles

Application and CV information

- CV / résumé
- Cover letter or motivation
- Education and qualifications
- Employment history and references
- Skills, competencies and languages
- Any photo or video you choose to include in your application

Since you decide what to include in your CV and attachments, we will also process any other personal data you choose to share there.

Interview and assessment data

If we invite you to interviews or assessments, we may process:

- Notes from interviews and conversations (such notes may, among other things, include preferences and information about your lifestyle such as your hobbies, motivations and interests and our assessment of you as a Candidate)
- Assessment or test results (e.g. coding assignments, case studies)
- Communication with you about the process (emails, messages, scheduling details)

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Background screening data (if applicable)

For some roles, we may carry out limited background checks, where allowed by law. This may include:

- Confirmation of identity details
- Confirmation of education or professional qualifications
- References from previous employers or referees
- Criminal checks

Any such checks will always be proportionate to the role and local legal requirements.

Technical and usage data

When you use our online recruitment tool, we may process:

- Application and activity logs in our applicant tracking system
- Basic log data (such as IP address and timestamps)

Sensitive personal data

We do not collect sensitive personal data (such as health data, religious beliefs or political opinions) during recruitment. We kindly ask you not to share unnecessary sensitive information in your application.

4. How do we obtain your personal data?

We obtain your personal data in the following ways:

- Directly from you

When you apply for a role via our website, our applicant tracking system, by email, through a referral, or during interviews and calls with us.

- From third parties
 - Recruitment agencies or headhunters that introduce you

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- Professional networking sites (for example LinkedIn) when you apply with or link your profile, or where we review your publicly available professional profile
- Background screening providers (for applicable roles, and where legally allowed), only after consent from you
- Referees or former employers, but only where you have provided their details or otherwise given consent

You are not legally required to provide your personal data to us. However, if you choose not to provide certain information, we may not be able to process your application or consider you for a role.

5. For what purposes and on what legal bases do we use your personal data?

We process your personal data only where we have a valid legal basis under the GDPR. The main purposes and legal bases are:

Purpose	Examples	Legal basis
Managing your application and recruitment process	Reviewing your application, assessing your profile, scheduling and holding interviews, tests and case studies	Taking steps at your request prior to entering into an employment contract
Communicating with you	Contacting you about your application, interviews, feedback, offers or rejections	Legitimate interest in running an effective recruitment process
Assessing your suitability for a role	Evaluating your skills and experience, cultural and team fit, background checks (where applicable)	Legitimate interest in hiring suitable candidates
Compliance and record keeping	Complying with employment, tax, equal opportunities and other legal requirements	Legal obligation and legitimate interest

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Purpose	Examples	Legal basis
Talent pool	Keeping your details to contact you about future roles that may fit your profile	Your consent – you may withdraw at any time
Improving our recruitment process	Using (where possible) aggregated or anonymised data to analyse our hiring funnel and improve candidate experience and diversity	Legitimate interest

6. How long do we keep your personal data?

We keep your personal data only as long as necessary for the purposes described above or to comply with legal obligations.

In general:

- Unsuccessful candidates
 - We keep your personal data for up to 4 weeks after the end of the recruitment process, unless you have consented to a longer retention period.
 - If you consent to us keeping your details in our talent pool for future opportunities, we will retain your personal data for up to 1 year after your consent, or until you withdraw your consent (whichever comes first).
- Successful candidates
 - If you join DataSnipper, relevant recruitment data (such as your CV, contact details, interview notes and offer details) will be transferred to your personnel file and stored in line with our Employee Privacy Notice and internal retention policy.

7. Who has access to your personal data?

Within DataSnipper

Your personal data is only accessible to people who need it for their job, such as:

- People team members and recruiters

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- Hiring managers and relevant team members involved in the selection process

Outside DataSnipper

We may share your personal data with trusted third parties, including:

- Ashby, as our applicant tracking system and recruitment tooling provider
- Assessment and testing providers
- Background screening providers (for applicable roles)
- External recruiters and staffing agencies acting on our behalf
- IT, hosting and email providers
- Public authorities or regulators where we are legally required to do so

Where these third parties act as our data processors, they only process your personal data on our instructions, under a data processing agreement and with appropriate confidentiality and security obligations.

We do not sell your personal data.

8. Do we transfer your personal data outside the EEA?

Some of our group entities, service providers or tools used in the recruitment process may be located outside the European Economic Area (EEA).

If we transfer your personal data to a country that does not provide an adequate level of data protection according to the European Commission, we will ensure appropriate safeguards are in place.

You can contact us at legal@datasnipper.com if you would like more information about these safeguards.

9. How do we protect your personal data?

We take appropriate technical and organisational measures to protect your personal data against unauthorised or unlawful processing and against accidental loss, destruction or damage. These measures include, among other things:

- Role-based access control and need-to-know access

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- Secure infrastructure and encryption in transit where appropriate
- Logging and monitoring of our systems
- Internal policies and training on data protection and security
- Procedures for detecting, reporting and responding to security incidents

If you suspect misuse, loss or unauthorised access to your personal data, please contact us as soon as possible at legal@datasnipper.com.

10. What rights do you have?

As a data subject under the GDPR, you have the following rights with respect to your personal data:

- Right of access – to know whether we process your personal data and to receive a copy.
- Right to rectification – to have incorrect or incomplete personal data corrected.
- Right to erasure – to request deletion of your personal data in certain circumstances.
- Right to restriction of processing – to ask us to limit the processing of your personal data in certain cases.
- Right to data portability – to receive certain personal data in a structured, commonly used, machine-readable format and to transmit it to another controller, where technically feasible.
- Right to object – to object to processing based on our legitimate interests, on grounds relating to your particular situation.
- Right to withdraw consent – where we process your personal data on the basis of your consent, you may withdraw this consent at any time.
- Right not to be subject to automated decision-making – you have the right not to be subject to a decision based solely on automated processing.

You can exercise your rights by contacting us at legal@datasnipper.com. We aim to respond within 30 days. If your request is complex or we receive many requests, we may extend this period in line with the GDPR, and we will inform you if we do so.

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We may ask you for additional information to verify your identity before acting on your request.

11. AI functionalities in our recruitment process

We use recruitment tooling that may use AI functionalities to support and optimise our recruitment process. These tools do not replace human decision-making: we do not make decisions about candidates solely based on automated processing or profiling that produce legal effects or similarly significantly affect you.

12. Questions or complaints?

If you have any questions or concerns about how we process your personal data in the recruitment process, you can contact us at:

legal@datasnipper.com

You also have the right to lodge a complaint with your local data protection authority. In the Netherlands, this is the Dutch Data Protection Authority (Autoriteit Persoonsgegevens).

13. Changes to this Recruitment Privacy Notice

We may update this Recruitment Privacy Notice from time to time, for example when we change our recruitment processes or when laws or guidance are updated.

The most recent version will always be available on our careers page or upon request from the People team.

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