



Privacy Statement

VAN OORD N.V. (hereinafter Van Oord, we or us), headquartered in Schaarwijk 211, 3063 NH Rotterdam, the Netherlands, contact number 088 826 0000, takes privacy and the protection of your personal data serious. This Privacy Statement helps you understand what personal data we collect about you, why it is collected and how it is used by us. It also clarifies how you can exercise your rights in relation to the personal data you entrust us with and explain how **Van Oord** processes your data in accordance with privacy legislation and regulations. If you have any questions, please contact us by using the contact information provided at the end of this Privacy Statement.

Below you can find more information about the collection of your personal data. When you click on a topic, you will be directly transmitted to it.

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1. Data about you that we collect

1.1 When you apply for a vacancy via our career portal

Data	Purpose(s)
Gender Initials First name Last name Date of birth Nationality Education level Address Motivation letter CV	To assess your suitability for the role with a view to offering you an employment contract, or to fulfil legal or regulatory requirements, when necessary.
Email Phone number	To get contact with you regarding your job application and to schedule a job interview.

During the selection process, we do not intend to collect any special categories of personal data from you such as information revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, genetic or biometric data for the purpose of uniquely identifying a natural person, information concerning health, sex life or sexual orientation. We may collect this data from you at a later stage in the selection process if local laws and regulations require us to do so.

Legal basis:

The processing of your personal data, at your request, is necessary to manage your job application for the advertised position prior to entering into an employment contract with us. Please note that not providing the information may result in our inability to carry out any activity related to your recruitment.

During your application, you can also opt-in to participate in our Talent Pool via our application form. The Talent Pool gives us the opportunity to match your profile with new job opportunities at Van Oord, should your selection process be unsuccessful. In this case we will process your data, based on your consent.

How long we keep your data

We keep your data for the duration of the selection process and up to 6 months, when a legal or regulatory requirement applies. We can keep your data for a longer period, as long as you have explicitly opted-in to participate in our Talent Pool. In this case, your data will be kept for 12 months and we will provide you the opportunity to re-opt in every 12 months. Please note that you can withdraw your consent at any time by contacting our Talent Acquisition team through recruitment@vanoord.com.

With whom your data is shared

Van Oord uses **TalentSoft** to operate our online application system and to manage our Talent Pool. Talent Soft's Privacy Statement can be found [here](#).

1.2 When you sign up for job alerts at Van Oord

Data	Purpose(s)
First name Last name Email Specialism	To send you vacancies that fit your education and specialism.

Legal basis

When you opt-in to our job alerts, you consent that we process your data in order to keep you updated on our vacancies which possibly match your profile.

How long we keep your data

We will keep your data for as long as you have a subscription to our job alert. You can unsubscribe to our job alerts at any time, by contacting our Talent Acquisition colleagues through recruitment@vanoord.com or by using the unsubscribe button in your job alert email.

With whom your data is shared

When you opt-in to our job alert at Van Oord website, your personal data is shared with our Website host and developer, **Hoppinger**. You can find Hoppinger's Privacy Notice [here](#).

1.3 When you register via the supplier portal

Data	Purpose(s)
Name representative Title Company Email Phone	For the pre-qualification of our new and existing suppliers and to adhere to Van Oord's compliance standards.

Legal basis

When you are a Van Oord (potential) supplier, you register via our supplier management portal. The processing of your data is necessary for the performance of a contract to which you are party or in order to take steps at your request prior to entering into a contract, such as a pre-qualification.

How long we keep your data

We will keep your data for as long and insofar you are an active supplier or maintain a contractual relationship with Van Oord.

With whom your data is shared

When you are invited by Van Oord to register your company in the Van Oord Supplier Portal, your data is shared with Zycus Infotech, our supplier management platform. You can find Zycus' Privacy Notice [here](#).

1.4 When you contact us via fax, telephone, the webform and via info@vanoord.com

Data	Purpose(s)
Name Email address The content of the email and the fax	To handle your remark/question and to communicate with you about it.

Legal basis

Your contact may refer to a (potential) business relationship you have with Van Oord, case in which the processing of your personal data is necessary for the performance of a contract to which you are party or in order to take steps at your request prior to entering into a contract.

Additionally, Van Oord has the legitimate interest to process your data when you contact us, even when not related to a contractual relationship. For instance, you might fill in a request or suggestion, and we will act upon your valuable remarks. Therefore, the processing of contact details and the content of your remark is needed.

How long we keep your data

We keep your data for the period needed to fulfil your request/contact, after which your personal data is deleted. Telephone calls are not recorded or stored by Van Oord.

With whom your data is shared

When you use our webform to contact us, your personal data is shared with our Website host and developer, **Hoppinger**. You can find Hoppinger's Privacy Notice [here](#).

1.5 When you register to receive our digital magazine and/or newsletter

Data	Purpose(s)
Name Email address Activity (opened/clicked), including location (city)	To communicate updates to you about Van Oord. We will only use your data to send you an e-mail alert when our online magazine and/or a news item has been published. Your activity (opened/clicked) is only collected for statistical purposes.

Legal basis

When you subscribe to receive Van Oord's digital magazine and/or newsletter via the Van Oord website, you consent that we process your name and email address to provide you with news and updates about Van Oord.

How long we keep your data

We keep your data as long as you are subscribed to our digital magazine and/or newsletter. Please note that you can withdraw your consent at any time by clicking the "unsubscribe" button in our communication emails.

With whom your data is shared

When you subscribe to our digital magazine and/or newsletter, your personal data is processed by **Campaign Monitor**, the software we use to manage your subscription. You can find their Privacy Notice [here](#).

1.6 When you use the Van Oord Application (Van Oord Solutions App) to subscribe to our digital magazine and newsletters

Data	Purpose(s)
Name Email address Job title Company Name	Van Oord's newsletter and digital magazine are also accessible via the Van Oord Solutions App that is available in our tokens and Ipad's at exhibition stands and events. The personal data is collected to communicate to you updates about Van Oord, when you have subscribed to receive it via the application.

Legal basis

When you subscribe to receive Van Oord's digital magazine and/or newsletter via the Van Oord solutions app, you consent that we process your name and email address to provide you with news and updates about Van Oord.

How long we keep your data

We keep your data as long as you are subscribed to our digital magazine and/or newsletter. Please note that you can withdraw your consent at any time by clicking the "unsubscribe" button in our communication emails.

With whom your data is shared

When you subscribe to our digital magazine and/or newsletter via our application, your personal data is processed by **Campaign Monitor**, the software we use to manage your subscription. You can find their Privacy Notice [here](#). Your personal data is also processed by our app developer [AppStudio.nl](#).

1.7 When you visit Van Oord project sites or premises

Data	Purpose(s)
Name Date of visiting CCTV image records Car plate, when applicable	To monitor and protect Van Oord's employees, visitors and assets, Van Oord collects personal data of its visitors. Some of the Van Oord's sites and projects may also be monitored by CCTV systems.

Legal basis

Van Oord has a legitimate interest to monitor and to control the access to its project sites and premises. The reasons to deploy a CCTV system are the prevention and detection of crime, safeguarding staff and visitors, and ensuring compliance with health and safety procedures. Whenever a CCTV system is deployed, informative signs are available.

How long we keep your data

Van Oord keeps access control information about its visitors for 24 hours. CCTV image records are stored for 30 days, after which they are deleted. Please note that for project sites, local health and safety regulations and retention periods might apply.

With whom your data is shared

Van Oord uses **myPrequest** for space and facility management purposes. Their Privacy Policy can be found [here](#). **Chubb** is our electronic security provider for our offices in Rotterdam and Gorinchem and responsible for our CCTV systems. Chubb's Privacy Notice is available [here](#).

1.8 When you attend a Van Oord event

Data	Purpose(s)
Name Email address Home address, when applicable Family members, when applicable Dietary wishes, when applicable Image (photo and videos), when applicable CCTV image records, when applicable	Van Oord hosts events for its employees, employees' family members, shareholders and business partners. The processing of personal information is related to the events' planning, invitations, organization, security and/or promotion.

Legal basis

Invitations to Van Oord events are legitimately based on existing relationship with Van Oord: employment, contractual or business partnerships. When you are a Van Oord employee and the invitation is extended to your family members, you will be requested to explicitly consent to the processing of personal data when it relates to a family member under 13 years old. Dietary wishes, when applicable, are always optional.

Van Oord may photograph and record the event for promotional purposes: when it is the case, you will be informed about it in the event's invitation and on-site. When attending the event, processing of your image is based on your consent (signed with stickers, lanyards, etc.). Please note that background and group videos and images may be taken.

How long we keep your data

Personal data required for the event (such as name, invitation list, dietary wishes, attendance, etc.) are event-based and deleted after the event has finished. For promotional material (videos and images) made available in online and printed versions, a retention period does not apply (Freedom of Expression and Information - Article 85 GDPR and Article 43 AVG).

With whom your data is shared

Van Oord uses **Invitado Visitor Management** to handle invitations, registrations, attendance and information about events. Here is a [link](#) to its Privacy Statement.

When you attend one of our events, photos, videos and other content are produced by Van Oord business partners: film producers, editors and designers. We might also share your personal data with the event venue for security and service provision purposes (e.g. catering).

1.9 Data Source

For the purposes presented in this Privacy Statement, Van Oord does not obtain your personal data indirectly or from publicly accessible sources.

2. Security of your data

We have taken measures to guarantee an adequate level of data protection against loss, unauthorized access, changes or retransmission of your data. This concerns both measures in the field of ICT security, access to buildings and files, as well as internal rules of conduct aimed at personal discipline when dealing with confidential data of individuals. In agreements with third parties that process or receive information for Van Oord, we establish requirements with regard to information security where necessary.

3. Sharing your data

Besides the recipients mentioned in "**DATA ABOUT YOU THAT WE COLLECT**", Van Oord may also share your data with:

Van Oord entities

Access to your data is limited by need. We may disclose and/or receive your personal data to/from other Van Oord entities when it is necessary for business, administrative or recruitment purposes. Other Van Oord entities which might have access to your personal data are also committed to the terms of this Privacy Statement.

Third parties and other recipients for security or other legitimate purposes

We may also disclose your personal data to third parties and recipients, when strictly necessary:

- To comply with valid legal obligations including court orders, governmental requests, legal claims, regulatory requirements and as otherwise authorized by law;
- To protect against fraudulent, malicious, abusive, unauthorized or unlawful use of this website and/or our network;
- To protect our rights and property, or safety of our employees and visitors, according to local legislations;
- To perform audit and investigations, when solicited by auditors and regulators;
- To perform services such as provision of but not limited to:
- For IT infrastructure and services;
- For data storage, management and protection;
- For recruitment of local staff at Van Oord EU Entities, done via local recruiting agencies, and competencies evaluation via assessment centres, depending on the function requirements.

In the provision of these services, third party suppliers have access to your personal data only and insofar authorized by Van Oord and in accordance with written instructions and data processing agreements, when applicable.

4. Transfer of your data outside of the European Economic Area (“EEA”)

Van Oord B.V. does not intend to actively share your personal data with parties outside the EEA for the purposes presented in this Privacy Statement. If applicable, Van Oord makes sure to apply suitable safeguards to protect the privacy and security of your personal data to be consistent with and honour this Privacy Statement. Furthermore, Van Oord enters data processing agreements with its third party suppliers should they host, be located at or anyhow process your personal data in a third country which does not provide an adequate level of protection.

5. Your Rights

You are in control of the personal data you share with us and, therefore, you have a number of rights in relation to it such as accessing your data, seeking rectification, requesting erasure or portability of your data. Additionally, you have the right to obtain restriction of and to object to the processing of your personal data. Please note that some of these rights may not be applicable to your situation.

You can exercise your rights by sending us an email via privacy@vanoord.com. We will make reasonable efforts to respond to your request within 30 days of receiving it. If we cannot honour your request within the 30-day period, we will let you know the reason why and when we expect to be able to respond to your request.

For the sake of care in fulfilling your request and in order to establish your identity in relation to the requested information, we may request additional information.

RIGHT TO WITHDRAW CONSENT

In the cases we process your personal data based on your consent, we reinforce your right to withdraw your consent at any time by the channels and means already mentioned in this Privacy Statement.

RIGHT TO LODGE A COMPLAINT WITH A SUPERVISORY AUTHORITY

If you are not satisfied with the way we handled your requests and rights or if you believe that we have processed your personal data in violation of the applicable laws, you have the right to lodge a complaint with the national supervisory authority.

6. Contact us

Van Oord has appointed a Corporate Privacy Officer to monitor compliance and to act as a first point of contact for questions regarding our data privacy policies and practices. If you want to exercise your rights or if you have a question about our Privacy Statement, please contact us via privacy@vanoord.com or at +31 888268681.

7. Changes to our Privacy Statement

We understand that protecting privacy is an ongoing responsibility and, for this reason, we keep our Privacy Statement under regular review. Any changes we make to our Privacy Statement in the future will be posted on this website and, where appropriate, sent to you by email. Please check our website to see any changes to our Privacy Statement.

8. Use of this website

This website may collect certain data from its visitors to help us improve the website and to provide our visitors with a better experience. If you want to know more about the data we collect in this regard, please read our **Cookie Statement**. Additionally, we take it serious to protect the safety and privacy of minors online and, therefore, we do not knowingly solicit or obtain personal data from minors under 16.