

Recruitment privacy policy

Updated: September 18, 2018

As part of any recruitment process, Healcloud collects and processes personal data relating to job applicants. We are committed to being transparent about how we collect and use that data and to meeting all our data protection obligations.

What information do we collect?

Healcloud collects a range of information about you. This includes:

- your name, address and contact details, including email address and telephone number;
- details of your qualifications, skills, experience and employment history;
- information about your current level of remuneration, including benefit entitlements;
- whether or not you have a disability for which the organisation needs to make reasonable
- adjustments to be made during the recruitment process; and
- information about your entitlement to work in the European Union.

Healcloud may collect this information in a variety of ways. For example, data might be contained in application forms, CVs or resumes which you have submitted directly, data obtained from your passport or other identity documents, or collected through interviews or other forms of assessment.

We may also collect personal data about you from third parties, such as references supplied by former employers. We will seek information from third parties only once you have become an applicant for the job by submitting an application.

Data will be stored in a range of different places, including on your application record, in HR management systems and on other IT systems (including email). All systems that we use are secure and respect the highest standards of privacy, according to our company policies.

Why does Healcloud process personal data?

We need to process data to take steps at your request prior to entering into a contract with you. We may also need to process your data to enter into a contract with you. In some cases, we need to process data to ensure that we are complying with our legal obligations. For example, it is mandatory to check a successful applicant's eligibility to work in the EU before employment starts.

Healcloud has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows us to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. We may also need to process data from job applicants to respond to and defend against legal claims.

Healcloud may process special categories of data, such as information about ethnic origin, sexual orientation or religion or belief, to monitor recruitment statistics. We may

also collect information about whether or not applicants are disabled to make reasonable adjustments for candidates who have a disability.

We process such information to carry out our obligations and exercise specific rights in relation to employment. If your application is unsuccessful, Healcloud may keep your personal data on file in case there are future employment opportunities for which you may be suited. We will ask for your consent before we keep your data for this purpose and you are free to withdraw your consent at any time.

Who has access to data?

Your information may be shared internally for the purposes of the recruitment exercise. This includes members of the HR and recruitment team, interviewers involved in the recruitment process, managers in the business area with a vacancy and IT staff if access to the data is necessary for the performance of their role in the recruitment process. We will not share your data with third parties, unless your application for employment is successful and we make you an offer of employment. We may then share your data with former employers to obtain references for you, employment background check providers to obtain necessary background checks, as well as to selected third parties with whom we may collaborate for tax or HR reasons.

How does Healcloud protect data?

We take the security of your data seriously. We have internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties.

For how long does Healcloud keep data?

After you submit your data, we would like to keep this data until our open role is filled. We cannot estimate the exact time period, but we will consider this period over when a candidate accepts our job offer for the position for which we are considering you. In case the recruitment process will be reopened, we will not delete the data right away, but keep it until the end of the year.

If you agree to allow us to keep your personal data on file, we will hold your data on file indefinitely for consideration for future employment opportunities. At the end of that period, or once you withdraw your consent, your data is deleted or destroyed. You will be asked when you submit your CV whether you give us your consent to hold your details indefinitely in order to be considered for other positions or not.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your Human Resources file (electronic and paper based) and retained during your employment. The periods for which your data will be held will be provided to you during the initiation period within your new position.

Your rights

As a data subject, you have a number of rights. You can:

- access and obtain a copy of your data on request;
- require the organisation to change incorrect or incomplete data;

- require the organisation to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing; and
- object to the processing of your data where Healcloud is relying on its legitimate interests as the legal ground for processing.

If you would like to exercise any of these rights, please contact Orsolya Peter at orsolya.peter@healcloud.com.

If you believe that the organisation has not complied with your data protection rights, you can also complain directly to the Data Protection Authority. However, to increase the chances of having your complaint solved sooner and in a more efficient manner, we strongly recommend you to contact the company Data Protection Officer before lodging any complaint, directly at loana.stupariu@healcloud.com.

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide data to Healcloud during the recruitment process. However, if you do not provide the information, we may not be able to process your application properly or at all.