

Brand New Day Privacy statement – Job Applicants

1. Introduction

This Privacy Statement explains how we handle personal data of job applicants. It applies to all activities related to our recruitment and selection processes.

2. Who are “we”?

When we speak about “Brand New Day”, “us” or “we” in this document, this refers to one or more of the following entities:

- Brand New Day Bank N.V. (Brand New Day Bank);
- Brand New Day Vermogensopbouw N.V. (Brand New Day VO);
- Brand New Day Diensten B.V. (Brand New Day Diensten).

3. Our Data Protection Officer (DPO)

We have a Data Protection Officer (DPO), who supervises the application of- and adherence to the General Data Protection Regulation (GDPR) within Brand New Day. Do you have questions or comments about the processing of your personal data or about this statement? Send an e-mail to privacy@brandnewday.nl.

4. Cookies

We use cookies on our website. These are small text files that are installed on your computer, telephone, or tablet when you visit our website. Some cookies are necessary to make sure that our website functions properly. For other cookies we ask your permission. This concerns – for instance - cookies that analyze the website, such as through heatmaps, your click-, scroll- and navigation behavior and session-recordings of website visits. We use this information to improve our website, services and user experience or to offer you personalized advertisements or banners. You can read more about this in the Cookie Statement on our website.

5. What personal data do we process and for which purposes?

What personal data do we process?	For which purpose do we process your data?
Name, address, place of residence, e-mail address, telephone number	Registration, processing, and handling of the application To contact you; for instance, for the planning of a job interview;
Birth data such as date and place of birth	Registration, processing, and handling of the application, if you provide us with this information
Educational details, including your studies and training, as well as diplomas and certificates	Registration, processing, and handling of the application Assessment of your suitability
Employment history, such as previous employers, positions held, and references	Registration, processing, and handling of the application Assessment of your suitability To improve our recruitment and selection strategy.
Curriculum Vitae (and, if you include it, a photograph)	Registration, processing, and handling of the application Assessment of your suitability To improve our recruitment and selection strategy.
Letter of motivation	Registration, processing, and handling of the application Evaluation of how you fit with Brand New Day and the other way around
Notes, for instance following conversations with you or with a reference	Registration, processing, and handling of the application Assessment of your suitability To improve our recruitment and selection strategy
Financial data Such as a salary indication, financial compensations at your current employer and your notice period	Registration, processing, and handling of the application Assessment of your suitability

Data from public sources such as LinkedIn	Registration, processing, and handling of the application Assessment of your suitability
Video pitch, portfolio, code-samples, cases (if applicable)	Assessment of your suitability
Video/camera images (if you visit our office)	The protection of persons and property on our location, the prevention of incidents and for investigation and in case of claims; Camera images are retained for a maximum of 30 days, unless an incident occurs
Online 'identifiers' Such as "cookies", your IP address, device-, browser- and technical data, data about use of the app and website, click-, scroll- and navigation behavior on the website etc.	To improve our website and services See the part on "Cookies" in this statement.
Pseudonymized data: source of application (website, recruiter, LinkedIn, etc.), number of applicants, average time that applicants spend in a phase of the process, average time required to fill a position, the percentage of rejections and the reasons	To improve our recruitment and selection strategy

We only use your data for the purposes mentioned above.

6. Legal basis for the use of your personal data

We only process your personal data if we have a legal basis to do so.

For our recruitment- and selection activities, we base our processing on the following legal basis:

- necessary for preparing and entering into an employment contract, and
- the legitimate interest of Brand New Day, our employees, or third parties.

When it comes to special categories of personal data, we ask for your explicit consent in advance.

All decisions during the application process are made by our employees. No decisions are made based solely on automated processing or algorithms.

7. Who do we share your personal data with?

Your personal data is shared only with Brand New Day employees who are directly involved in the recruitment and selection of new employees. In addition, we may share certain data with third parties who support us in these activities.

For example:

- External recruitment and selection agencies;
- Assessment agencies;
- IT service providers who for instance, manage our recruitment tool or digital work environment.

We never sell or trade your personal data to other parties. Only if we are legally required to do so, we may share certain data with third parties, such as authorized law enforcement agencies.

8. How long do we keep your personal data?

We delete your application data and all identifiable information no later than 30 days after the application process has been completed or ended. With your explicit consent, we may keep your data for a longer period – maximum 1 year – so we can contact you for future job openings.

If you are hired, the data from your application process will be added to your personnel file.

9. How do we protect your personal data?

We take both organizational and technical security measures to protect your personal data properly. Our employees are bound by a duty of confidentiality, which also applies to your personal data. We carefully secure access systems, computer networks, servers, and buildings.

The Dutch Central Bank (DNB) and the Dutch Data Protection Authority supervise our security measures.

10. Processing of personal data outside the EEA

Brand New Day works with various service providers, who deliver office software, recruitment services, and job platforms. As a result, your personal data may sometimes be processed outside the European Economic Area (EEA), for example if such a provider has an office there.

If data is processed outside the EEA under the responsibility of Brand New Day, we ensure that this is done in accordance with applicable laws and regulations. In such cases, we make clear agreements with the service provider about the security and proper use of your personal data.

11. What rights do you have as a job applicant?

As a job applicant, you have the right to know how we process your personal data. You can ask us to correct, complete, or delete your data if, for example, it is factually incorrect. In addition, you may request that we restrict the processing or transfer of your data, or ask for your data to be transferred to a third party (this is called data portability).

If you would like to exercise any of these rights, you can:

- contact your Brand New Day HR representative;
- submit a deletion request using the link in the automatic email after registering in Recruitree; or
- send your questions or requests by email to privacy@brandnewday.nl, or by post to:
Brand New Day, Attn: Data Protection Officer, P.O. Box 12550, 1100 AN Amsterdam Z-O.

We will respond to your request within one month. In some cases, we may verify your identity before processing your request.

12. Do you have questions or complaints?

Do you have questions about this statement, or do you have a privacy complaint? Send your e-mail to privacy@brandnewday.nl or call our customer service on 020 - 75 85 310.

If you have a complaint about how we manage your personal data, you can also report it to the Autoriteit Persoonsgegevens (AP). This is the Dutch Data Protection Authority for privacy in the Netherlands. More information can be found at www.autoriteitpersoonsgegevens.nl.

13. Changes and disclaimer

This statement can be amended by us. For instance, because the law can change or we can change our way of working. This version is applicable from April 1, 2026. The most recent version of our privacy statement is always on our website.

Note: In the event of any inconsistency, ambiguity or discrepancy in interpretation between the Dutch and the English version of the Privacy Statement for job applicants, only the Dutch version shall be legally binding and shall prevail at all times.