

# Data Privacy Statement

February 21, 2012

## General

PEC respects your right to privacy. Therefore PEC has taken reasonable measures to help keep your information confidential and will treat any information you submit with your application as confidential. Please read this data privacy statement carefully. If you have questions please do not hesitate to contact us ([jobs@peccorp.com](mailto:jobs@peccorp.com)).

PEC uses the e-Recruitment tool as one of the central applications for attracting, recruiting and retaining people. The PEC e-Recruitment tool lets recruiters publish available PEC positions around the world; potential candidates can register in the PEC Talent Warehouse and then search for and apply to those vacancies.

## Scope

By registering your candidate profile in PEC's Talent Warehouse, you provide PEC with your personal data and state that you are interested in employment at PEC. Your data may therefore be used for filling open positions at PEC, which can include either a single, specific opening or additional potential openings beyond the scope of your original application.

Your information will be shared within PEC's Human Resource community and its other business functions (e.g. line management) to determine how well your application fits the position you have applied for, or possible future postings. Additionally, your application data will be viewed together with additional information you provide PEC during the recruitment process (e.g. interviews, references). If your application is successful, your data will be used for personnel administration including the establishment of a personnel record and management purposes. Your data might also be used for legal, regulatory and statistical purposes.

To apply for a position, PEC will ask you to enter your personal and contact data, education, work experience, qualifications and your job preferences. You can also attach documents to supplement your data, such as a CV. There can also be job-related questionnaires integrated into the application process.

## Transfer

PEC is a global operating company. Your data might therefore be used globally in connection with the recruitment process by PEC. You understand that your data might be processed in countries with data privacy legislation that might not be as strict as your home country. By submitting your information, you consent to such transfers. PEC will take all reasonable steps to protect your personal data and prevent unauthorized access.

## Access to Data

All your information may only be accessed and processed by PEC employees involved in the recruitment process anywhere in the world. Your details will not be made available to third parties, except by court order. You have the option of modifying or deleting your data at any time, according to the Belgian law of December 8, 1992 on Privacy Protection in relation to the Processing of Personal Data.

## Further Information

If you have any questions or comments about this statement or data privacy in general, please contact us any time ([jobs@peccorp.com](mailto:jobs@peccorp.com)).

PEC does not accept any liability whatsoever to candidates as a result of transmission of their personal data (including any errors, delays or failure in transmission) via the internet.

By clicking "I Agree" you confirm that you agree to the above, and that your information is accurate, true, complete, not misleading and in particular that you hold all academic and professional qualifications claimed. In addition, you agree that PEC may take all reasonable steps permitted within the local legal framework to verify information you provide at any time during the application and recruitment process. This could include checks with previous employers, academic and/or professional institutions and other agencies as permitted by law.