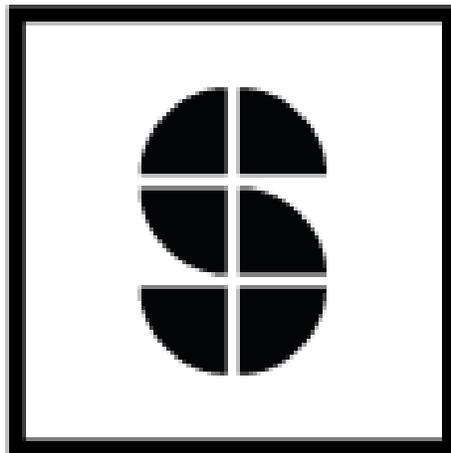


Storm Digital

Part of **Accenture** Interactive



Privacy Statement

1 oktober 2019

You're about to apply with us, great!

Before you share your personal data with us, we would like to let you know that we treat your data with care. To this end, we have drawn up this privacy statement, which explains what personal data Storm Digital (also referred to as "Accenture" or "we") collect, why we collect it, how long we keep it, the procedures we have in place to protect your privacy and the control you have over your personal data. That way, you know exactly where you stand.

Once you have submitted your application, you confirm that you have read, understood and agree to our use of your personal data as described in our privacy policy.

Who we are?

We understand that you would also like to be able to contact us. You can contact us via:

Storm Digital - part of Accenture B.V.
Gedempte zuiderdiep 22
9711 HG Groningen

Email: werken@stormdigital.nl

Chamber number: 64763617

Being now part of a global organization with offices and operations throughout the world, personal data we collect may be transferred or be accessible internationally throughout Accenture's global business and between its entities and affiliates.

Any such transfers throughout Accenture's global business take place in accordance with the applicable data privacy laws and in accordance with our Binding Corporate Rules ("BCR"). Storm Digital will not transfer your personal data without having signed up to the BCR.

Our BCR reflect the standards contained in European data privacy laws (including the General Data Protection Regulation). Having our BCR means that all our group entities which have signed up to our BCR have to comply with the same internal rules. It also means that your rights (see "Which rights do you have with respect to the processing of your personal data?") stay the same no matter where your data are processed by Accenture.

Download a copy of [Accenture's BCR](#).

Further information on Accenture (and, if relevant, its representatives) can be found here. Any Accenture entity located outside the European Union will for the purposes of compliance with data privacy laws be represented by Accenture PLC.

What personal data do we collect and why?

First and last name	We would like to welcome you to Accenture, of course, without name, that's a little impersonal.
Telephone number	We would like to get back to you as soon as possible with your application concerning the subsequent steps in the procedure or if anything is still unclear.
E-mail address	You will receive a confirmation of your application by e-mail and we will e-mail you once we've made changes to the status of your application. We will not send you any commercial communication and you will not receive any newsletters or such unpleasant surprises. So no spam.
Your motivation	Answering the motivation questions is not mandatory, but it is useful. This allows you to distinguish yourself from other candidates and gives us a better idea in advance of whether you would fit in with us.
Your CV	This is not mandatory, but it is very useful to be able to read it in advance, to estimate if you bring the right skills and experience. We do not email your CV around in the organization, but store it in our candidate system, so that it does not end up where it does not belong.
LinkedIn information	During the forwarding of your application you can opt to have share your LinkedIn profile with us. If you choose to do so, you give LinkedIn permission to send us your details. They will send us your photo, your headline, your summary on your profile, your personal url on LinkedIn and the location, skills, experience and education you have provided.
Personal video	The forwarding of a video recorded by yourself is not mandatory, but this will enable you to stand out from other candidates and will give us a better idea in advance of whether you would fit in with us.
Interview reports	If we speak to each other in person, we will make a report of each interview. The notes of such an interview will be stored in your digital application file. So you never have to tell your story twice and we can make the right choice on the basis of all the interviews.

We also run campaigns based on website traffic.

Based on website traffic, we personalise our campaigns so that you only get to see a message that is relevant to you. However, we don't want to forget one thing in there: the privacy of our visitors. We think this is extremely important. We therefore process personal data in accordance with the laws and regulations for the protection of personal data, such as the Data Protection Act and Telecommunications laws.

Cookies

At Accenture we also use cookies. With these cookies we store data on your computer. This is not personal data. However, these cookies enable us to make our message even more personal for you. We analyze your IP and browser information to determine what is most effective about our website, to help us identify ways to improve it and, eventually, to determine how we can tailor our website to make it a more positive and relevant user experience.

Please see our Cookies policy for more details including for information about your choices with respect to advertising and social media cookies and for access to our cookie consent manager. By using our website, you agree that we can place cookies and other similar technologies on your device as explained in our Cookies policy. You can always delete these cookies from your computer yourself. You should preferably do this in your browser.

Third parties

We will never provide your personal information to third parties if you do not wish to do so. We may transfer personal data to our service providers, professional advisors, public and governmental authorities or third parties in connection with a (potential) corporate or commercial transaction. Such third parties may be located in other countries. Before we do so, we shall take the necessary steps to ensure that your personal data will be given adequate protection as required by relevant data privacy laws and Accenture's internal policies.

Unless you are otherwise notified, any transfers of your personal data from within the European Economic Area (EEA) to third parties outside the EEA will be based on an adequacy decision or are governed by the standard contractual clauses (a copy of which can be obtained through the contact information included below). Any other non-EEA related transfers of your personal data, will take place in accordance with the appropriate international data transfer mechanisms and standards. If you do agree, we will leave (limited) data to advertising networks such as Facebook and Google.

We do this to ensure that you also see relevant content in our advertising campaigns. An overview of how they handle your anonymous and known data can be found here:

Google:

<https://privacy.google.com/how-ads-work.html>

Facebook:

<https://www.facebook.com/privacy/explanation>

LinkedIn:

<https://www.linkedin.com/help/linkedin/topics/6701/6704/87163>

Twitter:

<https://legal.twitter.com/ads-terms/international.html>

Snapchat:

<https://businesshelp.snapchat.com/en-US/a/ad-services-terms?lang=en-US#ad-services-terms-sgl>

Bing: <https://advertise.bingads.microsoft.com/en-us/resources/policies/privacy-and-data-protection-policies>

Mailchimp:

<https://mailchimp.com/legal/privacy/>

In addition, we will provide your personal information to Accenture B.V. when you have passed our selection procedure and have chosen us as your new employer. This information is required to finalise the employment contract and to carefully onboard you so that you have a good start on your first day at work.

Should it be necessary due to legal provisions, Accenture will provide your details to third parties. Then we are simply obliged to do so.

Why do we store your personal data and for how long?

At Accenture we are always looking for talent. However, it is possible that we have just filled the vacancies with other candidates and that we do not immediately have room for another hire. We would therefore very much like to keep your details so that we can personally draw your attention to new vacancies and opportunities within our company. Moreover, we do not have to follow all the steps in the application process with you again, because we can read back that you have already successfully completed them. If you agree with the privacy statement, we will keep your application and your data for a maximum of 1 year after your application. After this, your data and your file will automatically be deleted.

Accenture uses your personal data only where required for specific purposes.

Recruitment	Justified on the basis of our legitimate interests for ensuring that we recruit the appropriate employees
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We rely on our legitimate interests for Recruitment, as we are of the opinion that our legitimate interests are not overridden by your interests, rights or freedoms, given (i) the transparency we provide on the processing activity, (ii) our privacy by design approach, (iii) our regular privacy reviews and (iv) the rights you have in relation to the processing activity. Where we refer to your agreement with this statement, this means a mere acknowledgement and not that your processing would be based on your consent.

How do we protect your personal data?

Accenture attaches great importance to your right to privacy and the protection of your personal data. We want you to feel secure that when you deal with Accenture, your personal data are in good hands.

Accenture protects your personal data in accordance with applicable laws and our data privacy policies. In addition, Accenture maintains the appropriate technical and organizational measures to protect your personal data against unauthorized or unlawful processing and/or against accidental loss, alteration, disclosure or access, or accidental or unlawful destruction of or damage thereto.

We maintain organizational, physical and technical security arrangements for all the personal data we hold. We have protocols, controls and relevant policies, procedures and guidance to maintain these arrangements taking into account the risks associated with the categories of personal data and the processing we undertake.

We adopt market leading security measures to protect your personal data. This includes (without being limitative):

- We hold an ISO27001 certification, which indicates that we adhere to the highest and strictest information security standards. This is a security standard awarded by the British Standards Institution (“BSI”) that serves as international certification that Accenture adheres to the highest and strictest standards. This certification is the only auditable international standard that defines the requirements for an Information Security Management System (“ISMS”) and confirms that Accenture’s processes and security controls provide an effective framework for protecting our clients’ and our own information.
- We have a global Client Data Protection (“CDP”) program in place which governs the stewardship of client information and systems entrusted to us.
- We have regular penetration testing performed by a third-party provider, which continues to show the strength of our technical defences.
- Regarding your use of our websites, you should understand that the open nature of the internet is such that information and personal data flows over networks connecting you to our systems without security measures and may be accessed and used by people other than those for whom the data are intended.

What control do you have over your personal data?

The control of all data that we store is entirely in your hands. You have the right to determine what happens to it. Would you like to view or request your personal data? Or do you want to change or remove data from our system? Please contact us via werken@stormdigital.nl. We will, of course, ask you to identify yourself adequately, so that we can be sure that nobody else but yourself access your own personal data.

Do you have any questions?

What a story! We can imagine that you still have questions about how we handle your data. Please send us an email at werken@stormdigital.nl.

Changes

Please note that this privacy statement will regularly be updated to reflect any changes in the way we handle your personal data or any changes in applicable laws. You can consult it at any time on our website.