



Privacy Statement for marketing & recruiting campaigns/events

Introduction

Last revised: 27/06/2018

Privacy Statement Summary

This privacy statement explains what information we gather about you, what we use that information for and who we give that information to. It also sets out your rights in relation to your information and who you can contact for more information or queries. Click on the links below to take you to the more detailed sections of this statement:

- [Who this privacy statement applies to and what it covers?](#)
- [What information do we collect?](#)
- [How we use information about you?](#)
- [The legal grounds we use for processing personal information](#)
- [Who we disclose your information to?](#)
- [Protection of your personal information](#)
- [How long we keep your information for?](#)
- [Your rights](#)
- [Right to complain](#)
- [Changes to this privacy statement](#)

Who this privacy statement applies to and what it covers?

This privacy statement applies to the marketing department of Deloitte Services & Investments with registered office address at Gateway building, Luchthaven nationaal 1 J, B-1930 Zaventem, Belgium ("Deloitte", "we", "us" or "our").

We are committed to protecting your privacy and handling your information in an open and transparent manner.

This privacy statement sets out how we will collect, handle, store and protect information about you.

This privacy statement also contains information about when we share your personal data with other third parties (for example, our service providers or other Deloitte Entities).

In this privacy statement, your information is sometimes called "personal data" or "personal information". We may also sometimes collectively refer to handling, collecting,

protecting and storing your personal information as “processing” such personal information.

What information do we collect?

In the course of our marketing and/or recruiting campaigns/events, we might collect or obtain personal data about you.

The personal data that we collect or obtain may include: your name; age; date of birth; gender; e-mail address; phone number; home address; country of residence; employment and education details (for example, former or current degree, expected graduation date, CV, former or current school, the organization you work for, your job title etc.); native language; complaint details.

In some rare circumstances, we might also gather other special categories of personal data about you because you volunteer that data to us or we are required to gather that data as a result of legal requirements imposed on us.

We understand the importance of protecting children's privacy. It is not our policy to intentionally collect or store information about children.

How we use information about you?

Use of personal information to provide services to our clients

We will use your personal data for recruiting or marketing purposes.

- Contacting you about relevant recruiting and/or marketing events and/or campaigns
- Contacting you about relevant positions within Deloitte

Use of personal information for other activities that form part of the operation of our business

We may also use your personal data for the purposes of, or in connection with:

- applicable legal or regulatory requirements
- requests and communications from competent authorities
- protecting our rights and those of our clients
- manage and respond to any request you submit to us

Occasionally, we may contact you to ask for your permission to use your personal data for a purpose that was not explained to you when we first collected your personal data.

The legal grounds we use for processing personal information

We are required by law to set out in this privacy statement the legal grounds on which we rely in order to process your personal data.

As a result, we use your personal data for the purposes outlined above based on your consent.

Who we disclose your information to?

In connection with one or more of the purposes outlined in the "How we use information about you?" section above, we may disclose details about you to: other members of the Deloitte Network; third parties that provide services to us and/or the Deloitte Network; competent authorities (including courts and authorities regulating us or another member of the Deloitte Network); and other third parties that reasonably require access to personal data relating to you for one or more of the purposes outlined in the "How we use information about you?" section above.

Please note that some of the recipients of your personal data referenced above may be based in countries outside of the European Union whose laws may not provide the same level of data protection. In such cases, we will ensure that there are adequate safeguards in place to protect your personal data that comply with our legal obligations. Where the recipient is not a member of the Deloitte Network, the adequate safeguard might be a data transfer agreement with the recipient based on standard contractual clauses approved by the European Commission for transfers of personal data to third countries.

Further details of the transfers described above and the adequate safeguards used by Deloitte in respect of such transfers are also available from us by contacting belgiumprivacy@deloitte.com.

We may also need to disclose your personal data if required to do so by law, a regulator or during legal proceedings.

Protection of your personal information

We use a range of physical, electronic and managerial measures to ensure that we keep your personal data secure, accurate and up to date. These measures include:

- education and training to relevant staff to ensure they are aware of our privacy obligations when handling personal data
- administrative and technical controls to restrict access to personal data on a 'need to know'
- technological security measures, including fire walls, encryption and anti-virus software
- physical security measures, such as staff security passes to access our premises.

Although we use appropriate security measures once we have received your personal data, the transmission of data over the internet (including by e-mail) is never completely secure. We endeavor to protect personal data, but we cannot guarantee the security of data transmitted to us or by us.

How long we keep your information for?

We will hold your personal data on our systems for the longest of the following periods: (i) as long as is necessary for the relevant activity or services; (ii) any retention period

that is required by law; or (iii) the end of the period in which litigation or investigations might arise in respect of the services.

Your rights

You have various rights in relation to your personal data. In particular, you have a right to:

- obtain confirmation that we are processing your personal data and request a copy of the personal data we hold about you
- ask that we update the personal data we hold about you, or correct such personal data that you think is incorrect or incomplete
- ask that we delete personal data that we hold about you, or restrict the way in which we use such personal data
- withdraw consent to our processing of your personal data (to the extent such processing is based on consent)]
- receive a copy of the personal data concerning you, which you have provided to us, in a structured, commonly used and machine-readable format and to transmit such personal data to another party (to the extent the processing is based on consent)
- object to our processing of your personal data.

To exercise any of your rights, or if you have any other questions about our use of your personal data, please email belgiumprivacy@deloitte.com.

You may also use these contact details if you wish to make a complaint relating to your privacy.

Right to complain

If you are unhappy with the way we have handled your personal data or any privacy query or request that you have raised with us, you have a right to complain to the EU Data Protection Authority ("DPA") in your jurisdiction

Changes to this privacy statement

We may modify or amend this privacy statement from time to time.

To let you know when we make changes to this privacy statement, we will amend the revision date at the top of this page. The new modified or amended privacy statement will apply from that revision date. Therefore, we encourage you to periodically review this privacy statement to be informed about how we are protecting your information.