



## KBC Bank Ireland plc ('KBCI') Candidate Privacy Statement

This Privacy Statement should be read in conjunction with the KBCI Data Protection Notice which can be found on [www.kbc.ie/privacy](http://www.kbc.ie/privacy)

### **Consent**

Please note that when you submit a job application to KBCI, you are consenting to our use of your personal information as outlined in this Privacy Statement. If you include personal information considered to be a special category of personal information (e.g. health data, racial or ethnic origin, membership of a trade union, sexual orientation), you explicitly consent to KBCI to handle this personal information as part of the recruitment process.

### **Use**

KBCI will use personal information from your application as well as any other data you provide during the application process including cover letters, CV's, exam transcripts, academic results, employee references. If you intend to provide personal information from a reference or any third party as part of the recruitment process, you hereby represent that you have obtained such third party's consent.

If you do provide a photograph as part of the application, please note that this will not be used for any other purpose other than identification.

### **Purposes**

The personal information that you provide as part of the application will be used for the purpose of considering you for a position with KBCI and the information will be shared with hiring managers, human resources and our external recruiting partners.

### **Data sharing and data transfers**

KBCI is a member of KBC Group and a wholly owned subsidiary of KBC Bank N.V. KBCI may share your personal information with other members of KBC Group as part of the application.

KBCI may share your personal information with trusted third parties who perform important functions for us including recruiters who recruit and undertake specific recruitment related functions on our behalf.

Where as part of the recruitment process, KBCI transfers your person information outside of the European Union, it will ensure that this is in compliance with European data protection legislation.

### **Rights**

Under the General Data Protection Regulation (GDPR), you have a number of rights including; access, correction, erasure, restriction, portability and objection. To avail of any of these rights, please contact [customerservices@kbc.ie](mailto:customerservices@kbc.ie)

Further information regarding your privacy rights can be found on the Data Protection Commission website [www.dataprotection.ie](http://www.dataprotection.ie)

### **Retention**

We will hold your personal information for as long as necessary to consider you for the position and in compliance with local laws in the country where the opportunity is located. You can withdraw your consent at any time and KBCI will delete your personal information provided there is no regulatory or legal basis to retain the data. However this may result in KBCI no longer being in a position to consider your application for a position with KBCI.

### **Updates**

This Privacy Statement may be amended from time to time. The most recent version will always be available on the careers section of [www.kbc.ie](http://www.kbc.ie)

If you have any queries concerning this Privacy Statement or queries about how your personal information is used, please contact the KBC Data Protection Officer – [dataprotectionofficer@kbc.ie](mailto:dataprotectionofficer@kbc.ie)