

Utilus B.V.

Privacy Statement

Date: October 2025

Introduction

Utilus B.V. respects the privacy of its website visitors and applicants, particularly their rights regarding the automatic processing of personal data. This privacy policy explains how we collect, use, and protect personal data, and how you can exercise your legal rights.

If you require any additional information about the protection of personal data, please visit the website of the Dutch Data Protection Authority (Autoriteit Persoonsgegevens): <https://autoriteitpersoonsgegevens.nl>.

Controller & Contact Information

Controller: Utilus B.V.

Address: Joan Muyskenweg 22, 1096 CJ Amsterdam, The Netherlands

Chamber of Commerce (KvK): 66388406

Email: info@utilus.nl

Recruitment inquiries: recruitment@utilus.nl

Phone: +31 88 377 66 00

Website Access and Content

Access to and use of the website are strictly personal. Visitors agree not to use information from this website for commercial, political, or advertising purposes, or for unsolicited electronic communications. All intellectual property on the website (including text, images, and videos) is protected and may not be used without prior written permission from Utilus B.V.

Cookies

Utilus B.V. uses cookies to enhance website functionality and analyze visitor usage. Upon your first visit, you will be asked to accept or reject cookies. You can update your preferences at any time through the cookie settings page. Your consent is valid for 13 months.

We use the following categories of cookies:

- Functional cookies (essential for operation)
- Analytical cookies (anonymised and non-anonymised)



- Tracking cookies (for personalized advertisements, only with explicit consent)

Data Collection and Use

Personal data collected through the website may include your name, contact details, and communication preferences. This data is used primarily to maintain a (commercial) relationship with you, process your requests, and improve our services. Data is recorded in an electronic register and processed lawfully and transparently.

Applicants – Collection and Retention of Data

We collect and process applicants' personal data to evaluate qualifications, manage recruitment, and comply with legal obligations.

Data collected may include:

- Identification: name, date of birth, gender, photo (if provided)
- Contact: address, email, phone number
- Professional: CV, cover letter, education, skills, references
- Other: any additional information voluntarily provided

If you do not provide this information, we may not be able to consider your application.

Legal bases for processing of data include consent, contractual necessity, legal obligations, and legitimate interests.

Data retention:

- Successful applicants: personal data will be transferred to your employee file and retained according to our Employee Data Protection Policy.
- Unsuccessful applicants:
 - With consent: up to 12 months (renewable with confirmation).
 - Without consent: deleted within 1 month after the start of the recruitment process.

Data may be shared with recruitment software providers, cloud service partners, and IT maintenance vendors under strict Data Processing Agreements (DPAs). All processors comply with the General Data Protection Regulation (GDPR) and act in accordance with Utilus B.V.'s instructions.

Automated Decision-Making

Certain pre-screening questions in our application process may involve automated decisions, such as verifying location eligibility. In such cases, you have the right to request human review, provide additional context, or contest the decision.



Your Rights

Under the GDPR, you have the right to access, rectify, erase, restrict, and port your data, and to object to processing. You may withdraw your consent at any time without affecting the lawfulness of prior processing. To exercise these rights, please contact us at info@utilus.nl or recruitment@utilus.nl.

To protect your data, we may request proof of identity when you exercise your GDPR rights. We will only ask for this information if required to verify your identity, and we will delete it immediately after verification. We will respond within one month after your request; for complex requests we may need to extend the process period up to two months.

If you believe that we have not taken the necessary actions after you have contacted us, you have the right to lodge a complaint with the Autoriteit Persoonsgegevens (Dutch Data Protection Authority).

Data Security and Breach Notification

We implement appropriate technical and organizational measures to protect your personal data against unauthorized access, loss, or misuse. In the event of a data breach, Utilus B.V. will notify the Autoriteit Persoonsgegevens and affected individuals when required by law.

International Data Transfers

All personal data are processed within the European Economic Area (EEA). If data are transferred outside the EEA, we ensure adequate protection through EU Standard Contractual Clauses or equivalent safeguards.

Commercial Communications

We may send you commercial or informational communications about our products or services if (i) you have given your consent to receive such communications, or (ii) you are an existing customer and we obtained your contact details during a prior transaction. You can withdraw your consent or opt out of receiving further communications at any time by contacting us at info@utilus.nl.

Data Retention

We retain personal data only for as long as necessary to fulfill the purposes for which it was collected, including to meet legal, accounting, or reporting requirements.

Changes to This Policy & Applicable Law

Utilus B.V. reserves the right to update this privacy policy at any time. The latest version is available on www.utilus.nl.



This privacy policy is governed by Dutch law. Any dispute shall be submitted to the competent court in Amsterdam.