



Privacy Statement for Job Applicants

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Table of Contents

1. Introduction	3
1.1 RaboFinance Peru S.A.C. is bound by the applicable rules regarding personal data processing, including the following without limitation:	3
1.2 What do we mean exactly by ‘personal data’ and the processing of this data?	3
1.3 Whose personal data do we process, and how do we process it, during the job application process?	3
1.4 Who is responsible for processing my personal data?	3
1.5 How do we obtain your personal data?.....	4
2. Principles and purposes of personal data processing in the context of a job application.....	4
2.1 For what purposes do we process your personal data?	4
3. Do we also process special categories of personal data?.....	5
4. How do we use your personal data?.....	5
5. How do we contract with third parties?	5
6. For how long are my personal data kept?	5
7. What rights do you have in relation to your personal data?	6
7.1 Right of access.....	6
7.2 Right of rectification.....	6
7.3 Right to be forgotten	6
7.4 Right to restrict processing	6
7.5 Right not to be subjected to automated decision-making	6
7.6 Right to data portability	6
7.7 Right to object.....	6
7.8 Procedure.....	7
8. Where can I address my question or complaint?	7
9. Can we amend our Privacy Statement?	7

1. Introduction

Your personal data is in safe hands with us. As a potential job candidate, you must be secure in the knowledge that we do everything we can to protect your data. We comply with all the relevant laws and regulations, specifically Law No. 29733, Law on data protection and its rules and other laws applicable to the protection of personal data. This Privacy Statement for the Recruitment and Selection process (referred to below as the 'R&S process') explains how your data is processed.

1.1 RaboFinance Peru S.A.C. is bound by the applicable rules regarding personal data processing, including the following without limitation:

Privacy Code
Law No. 29733, law of data protection
Supreme Decree No. 003-2013-JUS.
Directorial Resolution 019-2013-JUS / DGPDP
Directorial Resolution No. 02-2020-JUS / DGTAIPD

1.2 What do we mean exactly by 'personal data' and the processing of this data?

- Personal data refers to data which relates to you personally, either directly or indirectly. This might include:
 - Your full name, RUT (government identification number), address, date and/or place of birth, gender, telephone number and e-mail address.
 - Your CV and cover letter. This includes information about your former employers and jobs, and academic information about the applicant (degrees earned and associated institutions).
 - Marital, citizenship and/or disability status.
 - Links to your public profiles on sites such as LinkedIn.
 - Voluntary (not requested but can be submitted spontaneously by the applicant): a photograph and/or audiovisual job interview.
- Processing means any activity related to your personal data. When you apply for a job with us, we collect, use and retain your personal data. We do this, among other things, to verify that you have the necessary qualifications for your position.

1.3 Whose personal data do we process, and how do we process it, during the job application process?

This Privacy Statement applies to all processing of the personal data of candidates and potential candidates as part of the R&S process at RaboFinance Peru S.A.C.. The data is processed in the HR system in Chile by or on behalf of RaboFinance Peru S.A.C. If you are hired by RaboFinance Peru S.A.C., you will be subject to the Privacy Statement for Employees.

1.4 Who is responsible for processing my personal data?

RaboFinance Chile SpA is responsible for processing all personal data processed by or on behalf of RaboFinance Peru S.A.C. In this statement, RaboFinance Peru S.A.C. refers to: RaboFinance Peru S.A.C, a close stock company (*sociedad anonima cerrada*), RUC No. N°20603415095 domiciled at Av. Santo Toribio 173, Torre Real Ocho – Piso 16, San Isidro, Lima, Perú A, not including international branches.

1.5 How do we obtain your personal data?

We have two ways of acquiring your personal data:

- You provide data yourself or through a third party/third parties (either through referees or an external recruitment agency).
- We also collect data (including contact details) ourselves through resources such as CV databases. We do this if we think you might be interested in working for RaboFinance Peru S.A.C. If the recruiter contacts you, they will tell you where they found your details. In addition, they will ask you for permission to use these details to contact you regarding a RaboFinance Peru S.A.C. job opening or event. It goes without saying that you can change or revoke your consent at any time.

2. Principles and purposes of personal data processing in the context of a job application

We process your data:

- based on your express consent – which, of course, can be revoked at any time;
- if we have a statutory obligation to do so;
- in order to enter into an employment contract with you and subsequently perform this contract;
- based on a legitimate interest on RaboFinance Peru S.A.C.

2.1 For what purposes do we process your personal data?

We process personal data for the following purposes:

a. Human resources

We require your personal data in order to be able to properly conduct our R&S process. This includes assessing whether you are suitable for the position and whether we would like to invite you for an interview. Please note that the Rabobank Group values and promotes diversity in its work teams.

b. Health, safety, security and ethics (including pre-employment screening)

Since RaboFinance Peru S.A.C. is an entity within the Rabobank Group is also bound to comply with the laws of our corporate headquarters in the Netherlands. RaboFinance Peru S.A.C. subject future employees to a background check. Our screening procedures apply to all applicants who are potential RaboFinance Peru S.A.C. employees, to determine as accurately as possible whether you, as a job applicant, meet the necessary probity requirements. A positive background check result is, of course, a condition of employment. All applicants who undergo the background check are subject to the same procedure, which consists of the following two stages:

- Stage 1: verification of the highest academic degree attained, which will be verified during the recruitment process.
- Stage 2: if we intend to enter into an employment contract with you, we will ask you to complete a declaration; this declaration informs you that we will collect information about you.

This includes feedback from employers or clients you have had in the last two years regarding your reliability and a test at RaboFinance Peru S.A.C.

We may also use for this purpose data we obtain from third parties, including from previous employers (through referrals we receive from you) and from recruitment agencies. We may also consult public sources during the job application process, including professional and publicly accessible social networks (if this is relevant to the position and specified in the job advertisement).

We also record personal data to protect the interests of our employees, visitors, the company and the financial sector. We do this, among other things, through the CCTV system.

c. Business reporting and analysis and organizational development

We may process your data to create reports, surveys and business analyses. We may also merge the various data we hold about you, for example, to improve R&S reporting (e.g., the number of job vacancies, the number of applicants and the time it takes to fill these vacancies). The results of the analyses and the resulting recommendations can never be linked to you.

d. Statutory requirements

We collect data about you based on specific national and international laws and regulations.

Law No. 29733, law of data protection

Supreme Decree No. 003-2013-JUS.

Directorial Resolution 019-2013-JUS / DGPDP

Directorial Resolution No. 02-2020-JUS / DGTaipD

e. Protection of the applicant's vital interests

We may process data to protect your vital interests, for example, your medical data. Suppose you are in serious danger (and have lost consciousness) and can no longer consent to the sharing of your medical data. In this case, this data is vital to be able to provide you with immediate assistance.

3. Do we also process special categories of personal data?

By "special categories of personal data" we mean various types of sensitive data. This data may relate to an individual's health, criminal history, and data concerning race or ethnicity. We participate in the financial industry's incident logs and alert systems and may process data relating to criminal matters for this purpose. The purpose of the incident logs and alert systems is to protect the interests of financial institutions, you as an applicant for employment, and our customers. One of the ways we do this is through fraud detection. If you ask us to record special categories of personal data relating to you or you are disclosing this data yourself, we will only process this data if there is a clear purpose, if there are grounds for doing so, and if it is necessary for that purpose and if it is not prohibited by applicable law. Other special categories of personal data may also be processed, for example, photographs or video recordings of you. This includes any pictures you might have attached to your CV, as well as camera recordings of you entering the building. We process this film material solely to protect the property of RaboFinance Peru S.A.C. and its employees, and for other security reasons.

4. How do we use your personal data?

Your personal data is used exclusively by employees who require access to this data due to their positions. The employees who participate in your application process are bound by confidentiality. We only reuse data if the original data is related to a new purpose.

5. How do we contract with third parties?

We sometimes contract the services of third parties to process personal data on our behalf. This includes external recruitment agencies and research companies. We can only engage third parties if this is in line with the purpose for which we process your personal data, and if they are sufficiently reliable. Furthermore, we will only engage the services of such third party or parties if they have implemented adequate security measures and guarantee confidentiality. If your application process includes an assessment, we will notify you in advance and will only keep the report in your application file once you have approved the accompanying report.

6. For how long are my personal data kept?

If you have created an online profile with us, you will be able to use it again for other job applications at RaboFinance Peru S.A.C. in the future. If your application was not successful, we will delete your personal data within 2 years after the end of the application process. This includes all details of the application, e.g. the

application letter, CV, your e-mail address and the results of background checks and/or evaluations, if applicable. If we do need to retain your personal data for a longer period of time, e.g., for future job offers, we will ask for your consent. You can revoke this consent at any time. We will delete your data within the term of 2 year as from the end of the job application process. If you are ultimately hired by RaboFinance Peru S.A.C., we will keep the job application file for a term of 6 years following the termination of your employment relationship.

The data recorded about you as part of the sourcing process is deleted as soon as possible, once it is no longer relevant to its purpose. If you and RaboFinance Peru S.A.C. have not been in contact for 2 years, we will delete all your personal data automatically.

7. What rights do you have in relation to your personal data?

7.1 Right of access

You may ask us to view the data that RaboFinance Peru S.A.C. has stored in relation to you, including your public online details and your uploaded CV and cover letter.

7.2 Right of rectification

If your data is incorrect, incomplete or in violation of the law, you can request us to have it duly rectified.

7.3 Right to be forgotten

You can ask that data recorded in relation to you be deleted if you have any objections to this data being processed. This might be the case, for example, if the processing is unlawful or if the processing is no longer necessary for the purposes for which the data was collected.

7.4 Right to restrict processing

In some cases, you may request that the processing of your personal data be restricted. This means that a smaller quantity of data is processed (this is the case, for example, when your CV is updated).

7.5 Right not to be subjected to automated decision-making

'Automated decision-making' refers to decisions that are made by computers rather than people. Under the applicable laws, RaboFinance Peru S.A.C. is permitted to make automated decisions, including profiling. We currently do not use an automated decision-making system in the job application process.

7.6 Right to data portability

Data which has been provided to us based on an agreement and/or with your consent may be transferred to a third-party. This can be facilitated only if it is technically feasible. RaboFinance Peru S.A.C. shall transfer the data you have supplied in a structured and readable format.

7.7 Right to object

You have the option to object to the processing of your personal data. Should that be the case, we will make a reassessment in order to verify that it is accurate that your data can no longer be used for this purpose. We will also always inform you of our decision. If the decision is unacceptable to you, you can submit a complaint to the Data Protection Officer of RaboFinance Peru S.A.C., at l.cl.cumplimiento@rabobank.com, or before the relevant authorities on this matter.

7.8 Procedure

If you have submitted any one of the requests described above, we will respond to your request within one month as of our receipt of the same. Depending on the number of requests received and the complexity of the request(s), this period may be extended by another two months. We will, of course, keep you updated on the progress of your request. If the data you provided also contains third-party data, such third-party may be consulted in advance as to whether they object to their data being processed. Likewise, you may be asked to further clarify your request. Furthermore, we may also ask you to provide ID, because we want to make certain that we are providing data to the right person. In some cases we may not be able to honor your request. For example, we will not delete the data if such data is of significant importance to us, or if we are under a statutory obligation to retain it. We will duly notify you if this is the case.

8. Where can I address my question or complaint?

For questions or complaints about the processing of personal data, you can contact the Human Resources department, which can be reached at the following e-mail address: l.cl.recursohumanos@rabobank.com.

If the response is unsatisfactory, you may submit your complaint to the Privacy Coordinator of RaboFinance Peru S.A.C. If this still fails to produce an acceptable result for you, you can contact the Data Protection Officer of RaboFinance Peru S.A.C., who can be reached at l.cl.cumplimiento@rabobank.com. You can also ask questions or submit a complaint before the relevant authorities on this matter.

9. Can we amend our Privacy Statement?

The Privacy Statement may be modified from time to time. If there is new data to be processed, we will amend the Privacy Statement accordingly. You will be able to find the most up-to-date version of our Job Applicants Privacy Statement on our website, along with previous versions of this Statement.