

Privacy policy recruitment

Latest update: 04/04/2022

Your privacy is important to The Cookware Company Group.

We collect and use your personal data only in accordance with the applicable data protection regulations, in particular the General Data Protection Regulation 2016/679 of 27 April 2016 ("GDPR"), and this privacy policy.

This privacy policy provides more information about the personal data that we process, why we process it, how we obtain the data, how long we retain the data and with whom we share it. It also provides more information on how you can exercise your rights.

1. Identiteit en contactgegevens

The term The Cookware Company Group means all companies directly or indirectly affiliated with The Cookware Company Europe BV, with registered office at Antoon Catriestraat 12 9031 Drogenen (Belgium) and registered under the Enterprise Number 0635.907.452.

The Cookware Company Group holds its own brands as well as licenses. Our own brands include: Blue Diamond, BK, Chop & Grill, Gero, Greenchef, Greenlife, Greenpan, Keltum, Kochstar, Lumenflon, Moods, Merten & Storck, Royal van Kempen & Begeer, Vita Verde. Our licensed brands include: AEG, Bialetti, Electrolux, KitchenAid, Smeg.

If you have questions regarding the processing of your personal data, you can contact us at any time via e-mail (privacy@cookware-co.com) or by letter to the address mentioned above (Attn. Privacy).

2. Purposes

We process your data in order to process your application for a vacancy. Throughout the application process we may ask you to do an assessment and receive a report. In addition, we may include you in a recruitment pool in order to approach you for future vacancies.

If a dispute arises, we are entitled to process your personal data for this purpose.

3. Legal Basis

We collect and use your personal data as part of the application process with a view to concluding an employment contract (Article 6.1, b GDPR). If you have given us your consent, we may include your data in a recruitment pool so that we can approach you later for other suitable vacancies. You have the right to withdraw your consent at any time.

In order to process your data for the purpose of dispute management, we rely on our legitimate interest as a company. (Art. 6.1, f GDPR)

4. Categories of personal data

For the purposes listed above, we process your name, e-mail address, data concerning your education and work experience, your salary expectations as well as the data on your resume that you provide us with spontaneously.

We obtain your personal data directly from you, or from third parties with whom we cooperate in the context of recruitment, for example for the purpose of carrying out an assessment.

5. Recipients of personal da

Within The Cookware Company Group we may transfer personal data when this is necessary to achieve the purposes listed above.

We also share this personal data with IT and software providers with whom we cooperate. This personal data may also be shared with third companies in the context of a merger or acquisition.

We may share your personal data with independent third parties such as assessment, recruitment and selection partners for the purpose intended.

Subject to the foregoing, we will never pass on, sell or exchange your data with third parties.

6. Transfer outside the EEA

Your personal data will not be transferred outside the European Economic Area without adequate safeguards.

7. Expiration date

We will retain your personal data for the duration of the application process. If you have given us your permission, we may also keep your personal data for a period of three years in our recruitment reserve, in order to contact you at a later date if we believe that your profile is suitable for a new vacancy. We will only use your data for these purposes.

In the context of dispute management, we may keep your personal data for a period of five years after the expiry of the appeal period in the last instance.

8. Rights

You can contact us at any time to exercise the following rights:

- A request for access to or rectification of your personal data.
- A request for erasure of your personal data.
- A request to restrict the processing of your personal data.
- A request to object to the processing of your personal data.
- A request to transmit your data to another service provider.
- A complaint if you believe that we are not acting in accordance with the applicable data protection regulations. You can also submit a complaint to the supervisory authority.

You can exercise the above rights by contacting us by e-mail (privacy@cookware-co.com) or by letter to the address mentioned under section 1. In the case of doubt concerning your identity, we may request additional information to confirm your identity.

We respect all rights relating to your personal data to which you are entitled under applicable law.

Please also inform us if any of your personal data changes.

9. Automated decision-making

We do not engage in automated decision-making.

10. Security

We have implemented appropriate technical and organizational measures to ensure the confidentiality of your personal data and to protect your data from accidental and unlawful destruction, loss, alteration, unauthorized disclosure and access.

We have made the necessary contractual arrangements with the third parties with whom we work together and will not transfer your personal data outside the European Economic Area without ensuring that your data is granted an equivalent level of protection there.

We do not engage in automated decision-making.

11. Updates

This privacy policy may be amended from time to time within the limits of the applicable data protection regulations. Via our website you always have access to the most recent version.