

数据保护通知.



randstad

partner for talent.

简介

本数据保护通知适用于在您访问我们的网站、使用我们的移动应用程序、向您提供我们的服务时，我们对收集的个人信息数据的处理，以及对与我们开展(或打算开展)业务的公司的工作人员个人数据的处理。

您的隐私和您的个人数据安全对任仕达中国和任仕达集团其他公司来说非常重要。我们有责任确保所有委托给我们的个人数据都按照适用的数据保护法规进行处理。

本通知解释了我们是誰，我们可能出于什么目的使用您的个人数据，我们如何处理这些数据，我们可能向谁披露这些数据，如客户、服务提供商和/或其他任仕达集团公司，以及您的权利是什么。

关于任仕达

任仕达中国(在本通知中被称为:"我们"或"任仕达中国"),将根据本数据保护通知处理您的个人数据(此类个人数据有时也被称为"信息")。

除下文另有规定外,任仕达中国是个人数据的控制者(所适用的数据保护法意义上的控制者)。

为了有效地运营和管理我们的业务,任仕达集团在某些情况下可能会共同确定处理个人数据的目的是和方式(共同控制人)。任仕达集团公司共同处理个人数据的情况,可能是那些与管理我们的不当行为报告程序和制裁检查有关的活动,我们与Randstad N.V.联合开展这些活动,如果您想了解更多关于这些共同控制处理活动的信息,或希望收到共同控制者的角色和责任摘要和/或行使您对任何共同控制处理个人数据的数据保护权利,请联系我们(见下文"联系我们"部分)。

网站访问者

当您访问我们的网站或任仕达应用程序时,我们会收集一些与您的设备、您的浏览器以及您浏览我们内容的方式有关的信息。我们可能使用 cookies 来收集这些个人数据。

Cookies是当您访问我们的网站时保存在您设备上的小型文本文件。Cookies使网站能够记住您的行动和偏好(例如,您选择的语言),并在您返回时识别您,以便我们可以分析趋势确定您感兴趣的领域,并管理我们的网站,以加快导航过程,使您的网站体验更有效率。

我们收集哪些个人数据

当您访问我们的网站时,我们会收集与您的设备、浏览器和您浏览我们网站内容的方式有关的信息,例如:

- 您设备的IP地址
- 您网络提供商的IP地址
- 屏幕分辨率
- 设备类型(唯一的设备标识符)
- 浏览器和操作系统版本

- 地理位置(仅限国家)
- 用来显示的首选语言
- 访问网站的日期和时间
- 您直接链接到我们网站的互联网地址
- 您所使用的控制系统
- 您所访问的网站部分
- 您所访问的网站页面和你所浏览的信息
- 您点击过的超链接
- 您向我们的网站发送或下载的材料

如果您选择下载我们的报告或白皮书;或订阅我们的通讯新闻、活动和警报;或提交查询,我们可能会要求您填写一个表格,其中包括您的姓名、电子邮件地址、工作职位和公司等信息。从您参与上述任何一项活动的那一刻起,我们将能够把上述有关您的设备、浏览器以及您浏览我们网站内容的方式的信息直接与您关联起来。

我们为什么需要您的个人数据

任仕达处理您的个人数据仅用于以下指定目的:

我们处理您的个人数据的目的	处理您的个人数据的法律依据
<p>为了管理网站和系统管理的目的(例如,也为了诊断技术问题,分析我们网站的流量)</p>	<p>(a) 管理我们的网站、营销和沟通策略的合法利益;和/或 (b) 若因为法律要求, (a)项无法满足要求而需采用同意书时,只有在这些有限的情况下,才可以根据同意书处理数据。</p>
<p>用于网络分析,以优化用户体验(分析我们的网页被访问的方式,分析趋势,观察和衡量我们的访问者如何参与我们的网站)和提供给你的内容的质量(例如,招聘信息)。</p>	<p>(a) 改进我们的网站、营销和沟通策略的合法利益;和/或 (b) 若因为法律要求, (a)项无法满足要求而需采用同意书时,只有在这些有限的情况下,才可以根据同意书处理数据。</p>
<p>如果您选择下载我们的报告或白皮书,或订阅新闻、活动和警报,填写网络表格,我们将使用您提供的信息向您发送所要求的内容,与您沟通(包括在您同意的情况下,向您发送您可能感兴趣的相关信息),并改进我们的营销和沟通策略。</p>	<p>在您同意接收的情况下,任仕达可以发送白皮书、新闻简报、活动和警报。如果您对这些任仕达的信息不再感兴趣,您总是能够选择不接收此类通信。</p>
<p>用于管理特定的查询</p>	<p>(a) 改进我们的网站、营销和沟通策略的合法利益;和/或 (b) 若因为法律要求, (a)项无法满足要求而需采用同意书时,只有在这些有限的情况下,才可以根据同意书处理数据。</p>

配合执法机构/法院, 处理法律纠纷/索赔

处理过程对于任仕达追求的合法利益是必要的, 其中包括保护公司资产、保护其合法利益和管理法律索赔/纠纷。

我们的cookies

请在我们的 cookie 通知中找到关于我们使用的 cookie 的更多信息, 以及用于配置或删除 cookie 的进一步设置[链接]。

候选人

我们在提供人力资源服务时使用您的个人数据, 这些服务包括招聘和选拔、调解、临时员工、借调、工资、个人发展、职业指导、辅导、规划以及人事和工资管理等领域服务, 具体内容在条款和条件中进一步说明(统称为"服务")。

通过规模化创新, 任仕达将实现我们引人注目的愿景: 增强终身就业能力, 兑现我们主动、透明和指导的品牌承诺, 为在世界各地寻找工作提供真正丰富的人才体验。

我们收集关于您的哪些个人数据

作为候选人, 我们收集和处理的关于您的个人数据, 例如:

- 身份信息: 我们可能会处理你的姓名、联系信息(包括家庭地址、家庭电话和手机号码)、公民身份和居住国、出生日期、(在特殊情况下)性别、数字签名和使用的语言。
- 简历/履历和其他招聘信息: 我们可能会处理您的简历/履历、工作经历、有关您的技能、您的经验和教育背景的信息以及其他相关信息(如您的照片、面试记录以及求职信或申请过程中包含的个人数据)。
- 补偿和福利信息: 我们可能会处理与您当前的补偿和福利有关的个人数据, 包括(但不限于)您当前的奖金、经常性付款和福利。
- 政府发布的识别信息: 我们可能根据法律要求处理政府发布的身份识别信息, 包括(但不限于)身份证号码、社会保险号码和社会保障号码。
- 照片和录像: 在参加与招聘有关的活动、会议、大会等时, 我们可能会处理你的照片或录像。
- 访客信息: 在进入我们的建筑物时, 出于安全考虑, 我们可能会收集您的姓名、联系方式、车牌号和其他身份证明。在法律要求的情况下, 我们也可能出于健康和安全的原因要求您透露您的健康信息(包括与病毒感染、流感等有关的信息)。
- 你选择与我们分享的信息: 如果你选择与我们分享, 我们可能会处理额外的个人数据。

这些数据可以直接或间接地从您那里获得。若是间接获得, 我们将告知您我们所使用的目的和数据来源[当我们与您就我们的服务进行沟通时(例如, 提醒您有关工作机会), 或者在任何情况下, 在我们间接获得您的数据后的一个月内]。例外情况是, 向您提供这些信息会遇到极大的困难。在这种情况下, 我们可以采取其他措施来保护您的权利和自由。

我们为什么需要您的个人数据

任仕达处理您的个人数据仅用于以下指定目的:

我们处理您的个人数据的目的	处理您的个人数据的法律依据
<p>为了向您提供我们的服务(包括为您匹配和推荐客户、面试、评估)。例如,我们可能会处理您的个人数据,根据您的资料向您推荐工作,并使我们的顾问能够为您提供量身定做的工作机会、职业建议、再培训选择、包容性,在必要时建议进行额外的培训,并将您介绍给招聘经理。</p>	<p>处理您的数据和使用自动系统是您提供匹配服务所必需的,因此是基于(前)合同的必要性。</p>
<p>培训和更新系统/统计目的。我们用来提供服务的一些系统是基于机器学习技术的。为了使该技术可靠地运作,它需要在现有数据的基础上进行训练和更新。我们也可能为统计目的以汇总的方式处理个人数据。</p>	<p>基于我们培训和更新系统的合法利益。我们已经实施了缓解措施,以限制对隐私的影响,如取消身份识别和在您的选择中容易选择退出。</p>
<p>纠纷管理和诉讼</p>	<p>处理过程对于任仕达追求的合法利益是必要的,其中包括保护公司资产、保护其合法利益和管理法律索赔/纠纷。</p>
<p>遵守劳动法、税法和社会保障法以及其他法律或监管要求(如平等机会和工作场所多样性要求)。</p>	<p>为遵守就业和社会保障的法律义务,处理是必要的</p>
<p>活动</p>	<p>基于我们的合法利益,与我们的候选人社区保持良好关系,并通过邀请您参加我们的活动来推广我们的服务</p>
<p>设施、安全和应急计划目的</p>	<p>处理过程对于任仕达追求的合法利益是必要的,其中包括维护和保障我们的资产、我们的设施、我们的信息系统和我们的员工。</p>
<p>进行公司交易(包括兼并、收购和撤资)</p>	<p>为实现任仕达追求的合法利益,包括任仕达通过兼并、收购和撤资发展其业务的利益,处理是必要的。</p>

我们将您的个人数据保留多长时间

为了向您提供服务,我们会按照您的授权许可期限或基于为您提供服务的必要性原则来保留您的个人数据,数据保留期限自我们最后一次与您互动之时算起,在此期间,您可以随时选择撤回授权。如您撤回授权,我们将删除您的个人数据。

临时员工

我们在提供人力资源服务时使用您的个人数据, 这些服务包括招聘和选拔、调解、工资、个人发展、职业指导、辅导、规划以及人事和工资管理等领域的服务, 具体内容在条款和条件中进一步说明(统称为"服务")。

通过规模化创新, 任仕达将实现我们引人注目的愿景: 增强终身就业能力, 兑现我们主动、透明和指导的品牌承诺, 为在世界各地寻找工作提供真正丰富的人才体验。

我们收集关于您的哪些个人数据

当您是在我们的客户处执行任务的派遣/外包员工时, 我们可能会处理您的个人数据, 例如:

- 身份信息: 你的姓名、联系信息(包括家庭地址、家庭电话和手机号码)、公民身份和居住国、出生日期、(在特殊情况下)性别、数字签名和使用的语言。
- 专业信息: 我们可能会处理与您工作有关的个人数据, 包括(但不限于)您的职称、描述和地点、您的部门、专业电子邮件地址、报告级别和就业状况(全职/兼职/等)。
- 财务信息: 财务信息包括(但不限于)你的银行账号、银行详情、增值税号。
- 工资信息: 我们可能会处理工资信息, 包括(但不限于)经常性的付款和福利, 您的奖金。
- 与业绩有关的信息: 与业绩有关的信息包括(但不限于)你的业绩审查信息。
- 纪律信息: 与对你采取的纪律措施有关的信息, 如果有的话。
- 申诉信息: 为了协助报告任仕达集团公司内部的申诉和(疑似)不当行为, 我们建立了专门的渠道, 利益相关者可以通过当地任仕达集团公司层面的报告机制来表达关切, 或者对于严重的不当行为(包括举报), 通过我们的诚信热线, 即任仕达集团的报告设施来表达。每当我们收到申诉报告或关于(疑似)不当行为的报告时, 我们可能会处理与投诉人、投诉中提到的其他个人以及投诉和/或投诉调查对象有关的个人数据。
- 政府颁发的标识符: 政府颁发的标识符, 包括(但不限于)法律规定的国民身份号码、社会保险号码和社会安全号码。
- 简历/履历和其他招聘信息: 你的简历/履历和其他相关信息(如你的照片、面试记录和求职信中包含的信息或作为申请过程的一部分)。
- 旅行和费用数据: 旅行和住宿信息和费用, 包括(但不限于)旅行路线、酒店和旅行奖励卡。
- 您选择与我们分享的信息: 您选择与我们分享的信息, 包括(但不限于)您在使用 IT 支持或拨打帮助热线时分享的信息, 以及您在与我们交流时使用网络摄像头可能传达的关于您的信息。
- 车辆信息: 关于你的个人或公司车辆的信息, 包括(但不限于)你的车牌、停车罚单和驾驶罚款。
- 照片和录像: 在参加外部或内部活动、会议、大会或其他活动时, 我们可能会处理您的照片或录像。
- 工会会员资格: 揭示你的工会会员资格的数据。
- 家庭和受抚养人信息: 与你的家庭和受抚养人有关的信息, 包括(但不限于)有关家庭组成的细节(姓名、性别、年龄)、任何"特殊需要"或对儿童或受抚养人的教育要求、年长父母的特殊需要、紧急联系信息。
- 与身份证明/出入控制卡有关的信息: 员工身份证明和出入控制卡可能包含您的姓名、照片、员工编号, 并可能与记录中的其他细节(部门、电话号码、车牌)相关联。
- 闭路电视录像: 我们可能会处理通过我们使用闭路电视监控系统获得的你的录像。
- 调查结果: 我们可能会处理您对员工调查问题的答复。
- 与您使用任仕达设备、软件和访问任仕达网络有关的信息: 我们可能会处理与您使用我们的设备、软件和访问我们的网络有关的信息, 包括(但不限于)您的浏览历史、您对电子邮件、互联网和社交媒体的使用, 无论是在工作场所、我们的设备上还是通过我们的网络。
- 访客信息: 在进入我们的建筑物时, 出于安全考虑, 我们可能会收集你的姓名、联系方式、车牌号、身份证明等。在法律要求的情况下, 出于健康和安全的考虑, 我们也可能要求您透露您的健康信息(包括与病毒感染、流感等有关的信息)。
- 特殊类别的数据, 如:

- o 与健康有关的信息:与健康有关的信息,包括(但不限于)伤害和暴露、事故报告、残疾、疾病和缺勤以及产假信息,如法律要求。
- o 族裔:按照法律规定,透露你的族裔信息。

我们在处理这些特殊类别的数据时,我们将以符合本通知和适用法律的方式保护、保障和使用这些信息。

与您有关的贸易制裁信息:我们可能会核实您是否为政治人物、特别指定的国民或根据适用法律或法规受到制裁的其他人。

我们为什么需要您的个人数据

任仕达处理您的个人数据仅用于以下指定目的:

我们处理您的个人数据的目的	处理您的个人数据的法律依据
一般人力资源管理和行政管理目的(包括劳动力管理)	处理过程对于履行派遣/外包员工的雇佣合同是必要的;和/或为遵守就业和社会保障的法律义务,处理是必要的
报酬、工资和费用报销(包括向客户报告和开具账单)	处理过程对于履行派遣/外包员工的雇佣合同是必要的;和/或为遵守就业和社会保障的法律义务,处理是必要的
保险、养老金和其他福利	处理过程对于履行派遣/外包员工的雇佣合同是必要的;和/或为遵守就业和社会保障的法律义务,处理是必要的
绩效管理、职业发展和培训	为履行派遣/外包员工的雇佣合同,处理是必要的;和/或为实现任仕达追求的合法利益,包括员工的发展和培训,处理是必要的。
车队管理	为履行派遣/外包员工的雇佣合同,处理是必要的;和/或为实现任仕达追求的合法利益,包括保护资产,处理是必要的。
纪律和申诉管理、调查、上诉(包括管理投诉)和通过任仕达的不当行为报告程序处理报告	处理过程对于任仕达追求的合法利益是必要的,其中包括保护公司资产、保护其合法利益和管理法律索赔/纠纷。
纠纷管理和诉讼	处理过程对于任仕达追求的合法利益是必要的,其中包括保护公司资产、保护其合法利益和管理法律索赔/纠纷。
健康和安全管理	处理过程对于履行派遣/外包员工的雇佣合同是必要的;和/或为遵守就业和社会保障的法律义务,处理是必要的 如果不是基于上述理由。为了任仕达追求的合法利益,包括保护其员工、公司资产、保护其合法利益和管理法律索赔/纠纷,处理是必要的;或保护数据主体的重要利益
管理假期、休假和其他缺勤情况	处理过程对于履行派遣/外包员工的雇佣合同是必要的;以及处理过程对于任仕达追求的合法利益是必要的,其中包括提高工作场所的效率和适当地开展业务。

遵守劳动法、税法和社会保障法以及其他法律或监管要求(如平等机会和工作场所多样性要求)	为遵守就业和遵守我们在劳动、税收、社会保障和其他法律法规下的法律义务, 处理是必要的
IT 支持	为履行派遣/外包员工的雇佣合同, 处理是必要的;和/或为了任仕达所追求的合法利益, 处理是必要的, 其中包括保护我们的资产和确保我们信息系统的安全
设施、安全和应急计划目的	处理过程对于履行派遣/外包员工的雇佣合同是必要的;以及处理过程对于任仕达追求的合法利益是必要的, 其中包括保护和保障我们的资产、设施、信息系统和员工。
网络和设备使用优化及相关安全控制(包括公司网络访问和认证)	处理过程对于履行派遣/外包员工的雇佣合同是必要的;以及 处理过程对于任仕达追求的合法利益是必要的, 其中包括保护我们的资产、保障信息系统的安全。
预防、发现和调查欺诈和其他犯罪行为, 遵守制裁制度(包括识别政治公众人物、特别指定的国民和对照制裁名单进行筛选)。	处理过程对于任仕达追求的合法利益是必要的, 其中包括保护公司资产、保护其合法权益和管理法律索赔/纠纷;和/或为履行我们的法律义务, 有必要进行处理(包括当局或行政部门询问有关派遣/外包员工的信息)。
紧急情况和灾害管理	基于任仕达追求的合法利益, 其中包括确保人才的安全;以及如果因为法律的要求而无法实现上述条件, 那么只有在这些有限的情况下, 才可以根据同意书来实现
搬迁、移动和旅行管理	为履行派遣/外包员工的雇佣合同, 处理是必要的;和/或处理过程对于任仕达追求的合法利益是必要的, 其中包括提高工作场所的效率和适当地开展业务。
监测并执行对任仕达政策和程序的遵守情况	为了实现任仕达追求的合法利益, 其中包括保护我们的资产和确保我们信息系统的安全
监测和执行对我们适用的法律义务的遵守情况(包括您与我们的合同中规定的要求)	处理过程对于任仕达追求的合法利益是必要的, 其中包括保护公司资产、保护其合法权益和管理法律索赔/纠纷。
招聘和人员配置	<p>(a) 在匹配我们的服务时(如通过网站上的条款和条件), 或当我们与您签订劳动合同时, 我们需要一些数据, 以便能够起草该合同, 然后能够正确执行。</p> <p>(b) 如果并且只有在处理程序无法形成具有法律约束力的合同关系, 或者适用法律另有规定的情况下, 可以接受例外情况, 即基于我们建立和保持关系的合法利益。</p>

	(c) 如果(a)和(b)无法实现, 或者法律要求这样做, 那么只有在这些有限的情况下, 才可以根据同意书来进行
雇员调查, 统计目的	基于我们的合法利益, 对我们的派遣/外包员工进行调查, 以便更好地了解他们的需求, 改善我们的服务, 并与我们的派遣/外包员工和他们所工作的客户建立和保持良好的关系。
活动	基于我们的合法利益, 组织活动, 以便更好地与派遣/外包员工群体和我们的派遣/外包员工所工作的客户 建立和保持良好关系。
管理雇员在专业协会的会员资格	处理过程对于任仕达追求的合法利益是必要的, 其中包括提高工作场所的效率和适当地开展业务。
进行内部和外部审计	处理过程对于任仕达追求的合法利益是必要的, 这些合法利益包括提高工作场所的效率和正确开展业务, 包括遵守法律和法规
进行公司交易(包括兼并、收购和撤资)	为实现任仕达追求的合法利益, 包括任仕达通过兼并、收购和撤资发展其业务的利益, 处理是必要的。

我们将您的个人数据保留多长时间

为了履行雇佣义务, 我们会按照《中华人民共和国劳动合同法》及相关地方规章制度的规定, 同时根据您的授权许可期限或基于履行用人单位义务的必要性原则来保留您的个人数据。

如果与任何实际或潜在的纠纷有关, 我们可能会长期保留您的个人数据(例如, 我们需要这些个人数据来建立或维护法律索赔), 在这种情况下, 我们将保留您的个人数据, 直到纠纷结束;和/或我们遵守任何法律或监管义务(例如, 为了税收或养老金), 在这种情况下, 我们将保留您的个人数据, 只要该义务要求的时间。

商业关系

在我们的服务范围内, 如果您为与我们开展(或打算开展)业务的公司工作, 我们会处理您的个人数据(例如, 为服务提供报价并与您工作的公司保持业务关系)。

我们收集关于您的哪些个人数据

我们处理关于您的以下个人数据:

- 身份信息: 我们可能会处理你的姓名和其他联系信息(包括电子邮件地址、固定电话和手机号码)、性别、数字签名和使用的语言。
- 专业信息: 我们可能会处理与您工作有关的信息, 包括(但不限于)您的职称、您的工作地点和您的部门。
- 照片和录像: 当参加我们的活动、会议、大会等时, 我们可能会处理您的照片或录像。

- 调查结果:我们可能会处理你对调查中的问题的答复。
- 访客信息:在进入我们的建筑物时,出于安全考虑,我们可能会收集您的姓名、联系方式、车牌号、身份证明等。在法律允许的情况下,出于健康和安全的考虑,我们也可能要求您透露您的健康信息(包括与病毒感染、流感等有关的信息)。
- 你选择与我们分享的信息:如果你选择与我们分享,我们可能会处理额外的信息。
- 与您有关的贸易制裁信息:我们可能会核实您是否为政治人物、特别指定的国民或根据适用法律或法规受到制裁的其他人。

我们为什么需要您的个人数据

任仕达处理您的个人数据仅用于以下指定目的:

我们处理您的个人数据的目的	处理您的个人数据的法律依据
管理任仕达与我们的客户和供应商之间的合同关系	为履行任仕达与客户或供应商之间的合同所必需的。
业务发展(包括发送直接营销和优惠)	根据不同的情况,这可能是基于您的同意或基于我们与现有或潜在客户和供应商保持良好关系的合法利益。您可以随时选择不接受我们的直接营销和报价;见下文"您的数据保护权利"一节。
设施、安全和应急计划目的	为了任仕达所追求的合法利益,其中包括保护和保障我们的资产、设施、信息系统和我们的员工。
健康和安全管理	处理过程对于任仕达追求的合法利益是必要的,其中包括保护其员工、公司资产、保护其合法利益和管理法律索赔/纠纷;和/或保护数据主体的重要利益
进行公司交易(包括兼并、收购和撤资)	为实现任仕达追求的合法利益,包括任仕达通过兼并、收购和撤资发展其业务的利益,处理是必要的。
活动	基于我们组织活动的合法利益,以便更好地与我们的客户和供应商建立和保持良好的关系
预防、发现和调查欺诈行为	当一些当局或行政部门要求提供有关我们作为客户的联系信息时,为了遵守我们的法律义务;和/或处理过程对于任仕达追求的合法利益是必要的,其中包括保护公司资产、保护其合法利益和管理法律索赔/纠纷。
IT 支持	处理过程对于任仕达追求的合法利益是必要的,这些利益包括保护我们的资产和确保我们信息系统的安全。
调查(包括满意度调查)	基于我们的合法利益,调查我们的客户,以便更好地了解他们的需求,改善我们的服务,并与我们的客户建立和保持良好的关系。

纠纷管理和诉讼	处理过程对于任仕达追求的合法利益是必要的, 其中包括保护公司资产、保护其合法利益以及管理与我们的客户和供应商之间的法律索赔/纠纷。
遵守法律或法规要求	为遵守我们的法律或监管义务而必须进行处理(例如, 根据税法有义务保留某些信息, 包括个人数据)
预防、发现和调查欺诈行为	当某些政府或行政部门要求提供包括个人数据在内的信息时, 为履行我们的法律义务; 以及; 或处理过程对于任仕达追求的合法利益是必要的, 其中包括保护公司资产、保护其合法利益和管理法律索赔/纠纷。
监测并执行对任仕达政策和程序的遵守情况	为实现任仕达追求的合法利益, 其中包括保护我们的资产和确保我们信息系统的安全
进行内部和外部审计	为了实现任仕达追求的合法利益, 其中包括业务的正常开展和财务报告的准确性

我们将您的个人数据保留多长时间

我们会按照您的授权许可期限或基于为您/贵公司提供服务的必要原则来保留您的个人数据, 数据保留期限自我们最后一次与您互动之时算起, 在此期间, 您可以随时选择撤回授权。如您撤回授权, 我们将删除您的个人数据。

如果与任何实际或潜在的纠纷有关, 我们可能会将您的个人数据保留更长的时间(例如, 我们需要这些个人数据来建立或维护法律索赔), 在这种情况下, 我们将保留您的个人数据, 直到该纠纷结束; 和/或我们要遵守任何法律或监管义务(例如, 为税收或养老金目的), 在这种情况下, 我们将在该义务要求的时间内保留您的个人数据。

人力资源技术

我们利用创新的人力资源技术进行人才匹配和服务

我们的最终目标是支持人们和组织实现他们的真正潜力。我们相信, 实现这一目标的最佳途径是将我们对人的热情与当今人力资源技术的力量相结合。我们所说的人力资源技术是指帮助我们将各种与招聘有关的流程数字化和增强的技术。

例如, 我们使用聊天机器人来改善您的人才体验。聊天机器人让候选人有机会根据他们申请的工作要求来回答问题。这对候选人来说是一种用户友好的方式。

- 向我们提供可能无法从候选人的申请、简介或简历中轻易看出的相关信息
- 迅速了解他们的技能是否符合工作的基本要求, 如果不符合, 就可以轻松地探索其他工作, 或找出他们技能组合中的差距
- 在用户任何方便的时候回答

作为更大的招聘过程的一部分, 人力资源技术使我们能够更快地将候选人与我们的顾问联系起来。这反过来又使我们的顾问能够更好地支持候选人探索工作, 并将合适的候选人更快地提供给我们的客户。人力资源技术还允许我们的顾问不仅根据他们符合条件的工作, 而且根据他们感兴趣的工作来寻找人才。

改善客户体验

人力资源技术帮助我们在更广泛和更多样化的候选人中进行搜索,从而使我们更善于为客户找到具有最相关技能的最佳人才。由于这些技术,我们的顾问可以专注于那些需要真正的人类特征的任务,这些特征是技术无法模仿的:创造力和情感。

网络信标

我们的电子邮件可能包含单一的、独特的“网络信标像素”,以告诉我们电子邮件是否被打开,并验证任何对电子邮件中的链接或广告的点击。我们可能会使用这些信息,包括确定用户对我们的哪些电子邮件更感兴趣,查询那些没有打开我们的电子邮件的用户是否希望继续收到这些电子邮件,并通知我们的广告商有多少用户点击了他们的广告。该像素将在你删除电子邮件时被删除。如果你不希望像素被下载到你的设备上,你应该选择以纯文本而非 HTML 的方式接收我们的电子邮件。

负责任地使用人力资源技术

任仕达致力于以道德和负责任的方式使用创新的人力资源技术(你可以在这里阅读我们的 AI 原则)。任仕达在其流程的任何部分都不会使用这些技术来替代人类或人类互动。相反,我们对人力资源技术的使用是为了使与客户和候选人的互动更加个性化、相关和有意义。

每当我们做出对您有重大影响的决定时,我们都努力让人类参与其中。如果在特殊情况下,我们根据完全自动化的程序(即没有人类的参与)做出这样的决定,我们将只在法律允许的情况下,并在通知您之后才这样做。

为确保所有候选人得到公平对待,我们在使用人力资源技术时采取了措施,以避免偏见。例如:

- 我们定期测试这些技术所产生的输出,识别潜在的不公平偏见
- 我们定期听取专家意见,不断改进我们识别和消除偏见的方式。
- 我们的顾问和我们的搜索和匹配算法都经过彻底的培训,并且总是一起工作

我们与谁分享您的个人数据

我们可能会分享您的个人数据:

- 任仕达公司集团的其他实体共享。我们是一个跨国集团公司的一部分,有时我们可能会与其他任仕达公司集团分享个人数据,以便有效地管理业务,遵守法律和监管要求,并向您提供我们的服务(包括作为匹配)和我们的客户。关于这些实体的概述,请点击[这里](#)。
- 与任仕达客户。在我们的服务范围内,包括招聘和提供临时工作。
- 与提供人力资源相关服务的第三方一起使用(例如,薪资服务提供商)。
- 与信息技术相关服务的第三方供应商合作(例如,我们使用外部供应商来支持我们的信息技术基础设施;例如,我们的软件和数据库的一个重要部分位于云环境中,由第三方服务供应商运营)。
- 与营销相关服务的第三方供应商(例如,我们可能将您的个人数据存储在由第三方服务供应商托管和提供的基于云的 CRM 应用程序中;例如,当我们使用第三方服务供应商组织活动时,我们可能与该第三方分享您的个人数据,以便邀请您参加该活动)。
- 与专业服务的提供者(例如,对我们的审计员、我们的税务顾问、我们的法律顾问)。

- 与银行和保险公司(例如, 为了支付我们的临时工的工资, 我们与银行分享他们的一些个人资料)。
- 与养老基金
- 与公共机构合作(例如, 根据适用法律, 任仕达必须向社会保障机构和税务机构披露个人数据)。
- 与执法机关、法院和监管机构(例如, 作为刑事调查的一部分, 公安部门可能要求我们向他们披露个人数据)。

我们也可能向第三方披露您的个人数据:

- 如果我们出售或购买任何业务或资产, 在这种情况下, 我们可能会向该业务或资产的潜在卖方或买方披露您的个人数据; 或
- 如果我们的全部或大部分资产被第三方收购, 在这种情况下, 我们持有的关于您的个人数据可能是转让的资产之一。

当我们如上所述分享您的个人数据时, 这些个人数据可能会在中国境内外转移。对此, 我们将获得您的单独同意, 在符合适用法律的情况下进行转移, 且要求对您的个人数据提供充分保护, 并采取适当的安全措施。以下是关于境外接收方的信息。

境外数据接收方	国家/城市	联系方式	个人信息种类	个人信息传输和个人信息处理目的
任仕达香港有限公司	中国香港	privacy@randstad.com.hk	个人基本信息, 包括个人姓名、性别、民族、国籍、住址、个人电话号码、电子邮箱、个人职业、职位、工作单位、学历、学位、教育经历、工作经历、培训记录	作为一家跨国集团公司, 有时我们可能与其他任仕达集团公司传输分享您的个人数据, 以便有效管理业务, 遵守法律和监管要求。这意味着在获得您的同意后, 您的个人信息会被转移到中华人民共和国境外, 或者受到来自这些境外区域的访问。
Randstad Pte. Limited	新加坡	privacy@randstad.com.sg		
Randstad Pty Limited	澳大利亚	privacy@randstad.com.au		
Randstad Solutions Limited	爱尔兰	rivacyofficer@randstad.co.uk		
Randstad Deutschland GmbH & Co.KG	德国	datenschutz@randstad.de		
Randstad N.V	荷兰	privacyofficer@randstad.com		
任仕达合作伙伴				为了有效履行我们与客户或供应商之间的重要合同义务, 我们可能需要在特定情况下将您的个人信息转移至中华人民共和国境外。在进行此类跨境传输之前, 我们会严格遵循适用的数据保护法规, 确保已获得您的明确同意, 并且采取一切必要措施来保护您的个人信息安全。

如需了解我们在全球范围内为保护您的个人数据而采取的保障措施, 请通过privacy@cn.randstad.com与我们联系。

我们将如何保护您的个人数据

我们有技术和组织上的安全措施, 以保护您的个人数据不被意外地丢失、使用、改变、破坏、披露或以未经授权的方式访问。我们将对您的个人数据的访问限制在有真正业务需要的人。处理您的个人数据的人员须遵守任仕达的信息和 IT 安全规则、数据保护和其他适用于个人数据处理的内部法规和准则。

虽然我们有保护您的个人数据的措施, 但重要的是您要明白, 不能保证100%的完全安全。因此, 我们有处理数据安全事件的程序, 并遵守适用于检测、处理和通知个人数据泄露的法律要求。

您的权利

对于您的个人数据, 您有以下权利

权利	这意味着什么?
1.被告知的权利	您有权获得清晰、透明和容易理解的信息, 了解我们如何使用您的个人数据和您的权利。这就是为什么我们要向您提供本通知中的信息。
2.访问权	您有权访问我们保存的关于您的个人数据:这是因为我们希望您能了解我们拥有的关于您的个人数据, 并使您能够核实我们是否按照适用的数据保护法律和法规处理您的个人数据。
3.纠正的权利	如果您的个人数据不准确或不完整, 您有权要求纠正您的个人数据。
4.删除权	这也被称为"被遗忘的权利", 简单地说, 在没有令人信服的理由让我们保留您的个人数据时, 您可以要求删除或移除这些数据。这不是一项普遍的删除权, 有一些例外情况。
5.限制处理的权利	在某些情况下, 您有权利"阻止"或抑制进一步使用你的个人数据。当处理受到限制时, 我们仍然可以存储您的个人数据, 但可能不会进一步使用它。我们保留那些要求"阻止"进一步使用其个人数据的人的名单, 以确保限制在未来得到尊重。
6.数据可移植的权利	在某些情况下, 您有权以结构化的、常用的和机器可读的格式获得和重新使用你的个人数据。此外, 在某些情况下, 您有权将这些个人数据直接转移给第三方。
7.反对处理的权利	在某些情况下, 您有权反对某些类型的处理。特别是, 有权反对基于我们的合法利益或公共利益理由对您的个人数据进行处理; 有权反对为直接营销目的(包括剖析)进行处理; 有权反对在某些情况下将您的个人数据用于科学或历史研究目的或统计目的。
8.撤回同意的权利	如果我们对您的个人数据的处理是特别基于您的同意, 您有权在任何时候撤销该同意。这包括您有权撤回我们在员工自愿调查的情况下使用您的个人数据的同意。
9.反对自动决策的权利	您有权不接受完全基于自动处理的决定, 包括对您产生法律效力或对您产生类似重大影响特征分析。自动决策是指电子系统在没有人工干预的情况下使用个人数据做出决定。这不是一项普遍的反对权, 有一些例外情况。例如, 在有必要履行与您的合同并且有适当措施保障您的权利时, 我们可以使用自动决策。更多信息请见"创新人力资源技术"一节。

您可以通过以下方式联系我们来行使您的权利: privacy@cn.randstad.com

我们将非常谨慎地处理您的请求, 以确保您的权利能够得到有效行使。我们可能会要求您提供身份证明, 以确保我们不会与除您本人之外的其他人分享您的个人数据!

您必须了解, 在特殊情况下(例如, 由于法律要求), 我们可能无法使您的请求立即生效。

任何情况下, 在您提出请求后一个月内, 我们会告知您我们所采取的行动。

您有权向数据保护监督机构提出申诉: dpis@cn.randstad.com

对本数据保护通知的修订

我们可能会不时地更新本通知。您可以在本通知的下方看到最后一次修改的日期。我们建议您定期查看本通知, 以便您了解任何变化。也请访问 [<https://www.randstad.cn/privacy-statement>] 以了解最新的隐私政策。

联系我们

如果您对本政策或任何隐私问题有任何疑问, 或想行使您的权利, 或想获得更多关于我们的保障措施的信息, 以便您的个人数据在转移到中国以外的地方时得到充分的保护, 请通过以下方式联系我们 privacy@cn.randstad.com

本通知于 2024 年 6 月 14 日更新。

data protection notice.



introduction

introduction

This data protection notice applies to the processing of personal data we collect when you visit our website, use our mobile app, when we provide you our Services and the processing of personal data of persons who work for companies with which we conduct (or intend to conduct) business.

Your privacy and the security of your personal data is important to Randstad China and the rest of the Randstad Group companies. We are responsible for ensuring that all personal data entrusted to us is processed in accordance with applicable data protection legislation.

This notice explains who we are, for what purposes we may use your personal data, how we handle it, to whom we may disclose it such as clients, service providers and/or other Randstad Group Companies and what your rights are.

about randstad

[Randstad China] (referred to in this notice as: "we" or "us" or "[Randstad China]"), will process your personal data in accordance with this data protection notice (such personal data sometimes also referred to as "information").

Except as otherwise set out below, [Randstad China] is the controller of the personal data ('controller' within the meaning of applicable data protection legislation).

For the efficient operation and management of our business, Randstad Group Companies may in certain instances jointly define the purposes and means of Processing Personal Data (joint controllers). Examples of processing activities where Randstad Group companies jointly process personal data are those related to managing our Misconduct Reporting Procedure and Sanctions checks, which we do jointly with Randstad N.V. Please contact us (see the section "Contact us" below) if you want to know more about these jointly-controlled processing activities or would like to receive a summary of the joint controllers' roles and responsibilities and/or exercise your data protection rights regarding any jointly-controlled processing of your personal data.

website visitor

When you visit our website or a Randstad app, we collect some information related to your device, your browser and to the way you navigate our content. We may use cookies to collect this personal data.

Cookies are small text files that are saved on your device when you visit our website. Cookies enable the website to remember your actions and preferences (for example, your choice of language) and recognize you when you return, so that we may analyze trends, determine your areas of interest and administer our website in order to speed up the navigation process and to make your site experience more efficient.

what personal data do we collect

When you visit our website, we gather information that relates to your device, your browser and to the way you navigate our website content, such as:

- the Internet Protocol (IP) address of your device
- the IP address of your Internet Service Provider
- device screen resolution
- device type (unique device identifiers)
- browser and operating system versions
- geographic location (country only)
- preferred language used to display
- the date and time of access to the website
- the internet address from which you were directly linked through to our website
- the control system that you use

- the parts of the website that you visit
- the pages of the website that you have visited and the information that you viewed
- the hyperlinks you have clicked
- the material that you send to or download from our website

If you choose to download our reports or white papers; or to subscribe to our newsletter news, events and alerts; or submit an inquiry we may ask you to fill out a form with information such as your name, e-mail address, job title and company. From the moment you engage in one of the aforementioned actions, we will be able to relate the information listed above about your device, your browser and to the way you navigate our website content directly to you.

why do we need you personal data

Randstad processes your personal data only for the purposes specified below:

purposes for which we process your personal data	legal grounds for the processing of your personal data
To manage the website and for system administration purposes (e.g. also for diagnosing technical problems, analyze the traffic to our website)	(a) Legitimate interest of managing our website, marketing and communications strategy; and/or (b) Where (a) is not possible because local mandatory law requires so, only in those limit
For web analytics, in order to optimize the user experience (analyzing the way our pages are visited, analyzing trends, observe and measure how our visitors engage with our website) and the quality of the content provided to you (e.g. job posting)	(a) Legitimate interest of improving our website, marketing and communications strategy; and/or (b) Where (a) is not possible because local mandatory law requires so, only in those limited cases may this be based on a consent
If you choose to download our reports or white papers or to subscribe to news, events and alerts, fill in webforms, we will use the information you provide us to send you the content requested, to communicate with you (including, where you agree, to send you related information that might be of interest to you) and to improve our marketing and communication strategy	Randstad can send whitepapers, newsletters, events and alerts where you have given consent to receive this. If you are no longer interested in these Randstad messages you are always able to opt-out from receiving such communications.
For managing specific inquiries	(a) Legitimate interest of improving our website, marketing and communications strategy; (b) Where (a) is not possible because local mandatory law requires so, only in those limited cases may this be based on a consent
Cooperating with law enforcement agencies/courts, management of legal disputes/claims	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company

	assets, protecting its legal interests and managing legal claims/disputes
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our cookies

Please find more information on the cookies we use, for what purpose and further settings for configuring or deleting cookies in our cookie notice [\[link\]](#).

candidates

We use your personal data when providing our HR-services, which include services in the field of recruitment and selection, mediation, temporary staff, secondment, payroll, personal development, career guidance, coaching, planning, and personnel and salary administration as further described in the Terms and Conditions (collectively "Services").

By innovating at scale, Randstad will fulfill our compelling vision: to empower lifelong employability and deliver on our brand promise of proactivity, transparency and guidance to offer a truly enriching talent experience for finding a job around the world.

what personal data do we collect about you

As a candidate, we collect and process personal data about you such as:

- Identification information – we may process your name, contact information (including home address, home phone number and mobile phone number), citizenship and country of residence, date of birth, (in exceptional cases) gender, digital signature and languages spoken.
- CV/resumes and other recruitment information – we may process your CV/resume, work history, information about your skills, your experience and educational background and other relevant information (such as your photograph, interview notes and personal data included in the cover letter or as part of the application process).
- Compensation and benefits information – we may process personal data relating to your current compensation and benefits including (without limitation) your current bonus, recurring payments and benefits.
- Government issued identifiers – we may process government issued identifiers including (without limitation) the national identification number, social insurance number and social security number, as legally required.
- Photographs and video footage – when participating in recruitment-related events, meetings, conferences etc., we may process photographs or videos of you.
- Visitor information – when accessing our buildings, we may collect your name, contact details, car plate number, and other identification for security reasons. Where we are legally required to do so we may also ask you to disclose information about your health (including information related to viral infections, flu, etc.) for health and safety reasons.
- Information you choose to share with us – we may process additional personal data if you choose to share that with us.

This data may be obtained directly or indirectly from you. In the latter case, we will inform you of the purpose and data sources we use, [when we communicate with you in connection with our Services (e.g. to alert you about a job opportunity), or in any event within one month of the time we indirectly obtain your data]. The exception is where the provision of this information to you would cause disproportionate efforts. In that case, we may take alternative measures to protect your rights and freedoms.

why do we need your personal data

Randstad processes your personal data only for the purposes specified below:

purposes for which we process your personal data	legal grounds for the processing of your personal data
To provide our Services to you (including matching and proposing you to clients, interviews, assessments). For example, we may process your personal data to recommend jobs to you based on your profile and enable our consultants to provide you with tailored job opportunities, career advice, reskilling options, inclusiveness, suggest additional training where necessary and introduce you to hiring managers.	The processing of your data and the use of automated systems is necessary to provide you with the matching services, and is therefore based on (pre-) contractual necessity
Training and updating of systems/statistical purposes. Some of the systems that we use to provide our Services are based on machine learning technology. In order for that technology to function reliably, it needs to be trained and updated on the basis of existing data. We may also process personal data in an aggregated manner for statistical purposes.	Based on our legitimate interest in training and updating our systems. We have implemented mitigating measures to limit the privacy impact, such as de-identification and an easy opt-out in your choices.
Dispute management and litigation	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company assets, protecting its legal interests and managing legal claims/disputes
Compliance with labor, tax and social security laws and other legal or regulatory requirements (e.g. equal opportunity and workplace diversity requirements)	Processing is necessary for compliance with employment and social security legal obligations
Events	Based on our legitimate interest in maintaining a good relationship with our community of candidates and promoting our services by inviting you to our events
Facilities, security and contingency planning purposes	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include safeguarding and securing our assets, our facilities, our information systems and our people
To conduct corporate transactions (including mergers, acquisitions and divestments)	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include Randstad's interest in developing its business through mergers, acquisitions and divestments

how long we keep your personal data

In order to provide you with services, we will retain your personal data according to your authorization period or based on the principle of necessity for providing you with services. The data retention period starts from the last time we interact with you. During this period, you can choose to withdraw your authorization at any time. If you withdraw your authorization, we will delete your personal data.

temporary workers

We use your personal data when providing our HR-services, which include services in the field of recruitment and selection, payroll, personal development, career guidance, coaching, planning, and personnel and salary administration as further described in the Terms and Conditions (collectively "Services").

By innovating at scale, Randstad will fulfill our compelling vision: to empower lifelong employability and deliver on our brand promise of proactivity, transparency and guidance to offer a truly enriching talent experience for finding a job around the world.

what personal data do we collect about you

When you are a temporary worker on an assignment at one of our clients, we may process personal data about you such as:

- Identification information – your name, contact information (including home address, home phone number and mobile phone number), citizenship and country of residence, date of birth, (in exceptional cases) gender, digital signature and languages spoken.
- Professional information – we may process personal data related to your work including (without limitation) your job title, description and location, your department, professional email address, reporting levels, and employment status (full-time/part-time/etc.).
- Financial information – financial information including (without limitation) your bank account number, bank details, VAT number.
- Salary information – we may process salary information including (without limitation) recurring payments and benefits, your bonus.
- Performance-related information – performance-related information including (without limitation) information on your performance reviews.
- Disciplinary information - information relating to disciplinary measures taken against you, if any.
- Grievance information – In order to assist in the reporting of grievances and (suspected) misconduct within the Randstad Group of companies, we have established dedicated channels through which stakeholders may voice concerns, either through local reporting mechanisms in place at the level of the local Randstad Group companies or, for serious misconduct (including whistleblowing), through our Integrity Line, the Randstad Group reporting facility. Whenever we receive a grievance report or a report about (suspected) misconduct we may process personal data related to the complainant, the other individuals mentioned in the complaint and the person(s) that is/are subject of the complaint and/or of the investigation into the complaint.
- Government issued identifiers – government issued identifiers including (without limitation) the national identification number, social insurance number and social security number, as legally required.
- CV/resumes and other recruitment information – your CV/resume and other relevant information (such as your photograph, interview notes and information included in the cover letter or as part of the application process).
- Travel and expense data – travel and accommodation information and expenses including (without limitation) travel itineraries, hotel and travel reward cards.
- Information you choose to share with us – information you choose to share with us, including (without limitation) information you share when using IT support or calling the helpline, and information about you that may be conveyed by your use of a webcam in communicating with us.
- Vehicle information – information about your personal or company car including (without limitation) your license plate, parking tickets and driving fines.
- Photographs and video footage – when participating in external or internal events, meetings, conferences or other events, we may process photographs or videos of you.
- Trade union membership – data revealing your trade union membership.
- Family and dependent information – information related to your family and dependents including (without limitation) details regarding family composition (names, genders, ages), any "special needs" or education requirements for children or dependents, special needs of elderly parents, emergency contact information.

- Information related to identification/access control cards – employee identification and access control cards may contain your name, photograph, employee number and may be linked to other details on record (department, phone number, license plate).
- CCTV footage – we may process footage of you obtained through our use of CCTV surveillance systems.
- Survey results – we may process your responses to questions in employee surveys.
- Information related to your usage of Randstad devices, software and access to Randstad’s network – we may process information related to your use of our devices, software and access to our networks, including (without limitation) your browsing history, your use of email, internet and social media, whether at the workplace, on our equipment or otherwise through our networks.
- Visitor information – when accessing our buildings, we may collect your name, contact details, car plate number, identification, etc. for security reasons. Where we are legally required to do so we may also ask you to disclose information about your health (including information related to viral infections, flu, etc.) for health and safety reasons.
- Special categories of data, such as:
- Health-related information – health-related information including (without limitation) injuries and exposure, incident reports, disability, sickness and absences and maternity leave information, as legally required.
- Ethnic origin – information revealing your ethnic origin, as legally required.
- To the extent we process these special categories of data, we will protect, secure and use that information in a manner consistent with this notice and applicable laws.
- Trade sanctions information relating to you - we may verify whether you are a politically exposed person, a specially designated national or otherwise subject to sanctions under applicable laws or regulations.

why do we need your personal data

Randstad processes your personal data only for the purposes specified below:

purposes for which we process your personal data	legal grounds for the processing of your personal data
General HR management and administration purposes (including workforce management)	The processing is necessary for the performance of the temporary worker’s employment contract; and/or Processing is necessary for compliance with employment and social security legal obligations
Compensation, payroll and expense reimbursement (including reporting and billing to clients)	The processing is necessary for the performance of the temporary worker’s employment contract; and/or Processing is necessary for compliance with employment and social security/tax legal obligations
Insurance, pension and other benefits	Processing is necessary for the performance of the temporary worker’s employment contract; and/or Processing is necessary for compliance with employment and social security legal obligations
Performance management, career development and training	Processing is necessary for the performance of the temporary worker’s employment contract; and/or Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the development and training of employees
Fleet management	Processing is necessary for the performance of the temporary worker’s employment contract; and/or rocessing is necessary for the purpose of the legitimate interests pursued by Ransdstad, which include safeguarding our assets

Disciplinary and grievance management, investigations, appeals (including managing complaints) and handling reports through Randstad's misconduct reporting procedure	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company assets, protecting its legal interests and managing legal claims/disputes
Dispute management and litigation	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company assets, protecting its legal interests and managing legal claims/disputes
Health and safety management	<p>The processing is necessary for the performance of the temporary worker's employment contract; and/or</p> <p>Processing is necessary for compliance with employment and social security legal obligations.</p> <p>If not based on the above grounds: Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of its employees, company assets, protecting its legal interests and managing legal claims/disputes; or protection of the vital interests of the Data Subjects</p>
Managing holidays, leaves and other absences	<p>Processing is necessary for the performance of the temporary worker's employment contract; and</p> <p>Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include improving efficiency in the workplace and the proper conduct of its business</p>
Compliance with labor, tax and social security laws and other legal or regulatory requirements (e.g. equal opportunity and workplace diversity requirements)	Processing is necessary for compliance with employment and compliance with our legal obligations under labor, tax, social security and other laws and regulations
IT support	<p>Processing is necessary for the performance of the temporary worker's employment contract; and/or</p> <p>Processing is necessary for the purpose of the legitimate interests pursued by Ransdstad, which include safeguarding our assets and ensuring security of our information systems</p>
Facilities, security and contingency planning purposes	<p>Processing is necessary for the performance of the temporary worker's employment contract; and/or</p> <p>Processing is necessary for the purpose of the legitimate interests pursued by Ransdstad, which include safeguarding and securing our assets, our facilities, our information systems and our people</p>
Network and device usage optimization and related security controls (including company network access and authentication)	<p>Processing is necessary for the performance of the temporary worker's employment contract; and/or</p> <p>Processing is necessary for the purpose of the legitimate interests pursued by Ransdstad, which include safeguarding our assets and ensuring security of our information systems</p>
Preventing, detecting and investigating fraud and other crimes, and compliance with sanctions regimes (including	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company

identification of politically exposed persons, specially designated nationals and screening against sanctions lists)	assets, protecting its legal interests and managing legal claims/disputes; and/or Processing is necessary to comply with our legal obligations (including when authorities or administrations ask information about a temporary worker)
Emergency and disaster management	Based on a legitimate interest pursued by Randstad, which includes ensuring the safety of talent; and Where the above ground is not possible because local mandatory law requires so, only in those limited cases may this be based on a consent
Relocation, mobility and travel management	Processing is necessary for the performance of the temporary worker's employment contract; and/or Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include improving efficiency in the workplace and the proper conduct of its business
To monitor and enforce compliance with Randstad policies and procedures	For the purpose of the legitimate interests pursued by Randstad, which include safeguarding our assets and ensuring security of our information systems
To monitor and enforce compliance with legal obligations applicable to us (including the requirements set out in your contract with us)	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company assets, protecting its legal interests and managing legal claims/disputes
Recruitment and staffing	(a) (pre)contractual necessity for our services when matching (e.g. via Terms & Conditions on the website) or when we enter into an employment contract with you we require some data to be able to draw up this contract and to then be able to execute it correctly; (b) If and only if the local process would not amount to a legally binding contractual relationship under (a) or if applicable law prescribes otherwise, the exception could be based on our legitimate interest to build and maintain a relationship; (c) here (a) and (b) are not possible or local mandatory law requires so, only in those limited cases may this be based on a consent
Employee surveys, statistical purposes	Based on our legitimate interest to survey our temporary workers so as to better understand their needs, to improve our services and to build and maintain a good relationship with our temporary workers and with the clients our temporary workers work at
Events	Based on our legitimate interest to organize events so as to better build and maintain a good relationship with the community of temporary workers and with the clients our temporary workers work at
To manage memberships of employees to professional associations	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include improving efficiency in the workplace and the proper conduct of its business

To perform internal and external audits	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include improving efficiency in the workplace and the proper conduct of its business, including compliance with laws and regulations
To conduct corporate transactions (including mergers, acquisitions and divestments)	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include Randstad's interest in developing its business through mergers, acquisitions and divestments

how long we keep your personal data

In order to fulfill employment obligations, we will retain your personal data in accordance with the Labor Contract Law of the People's Republic of China and relevant local rules and regulations, and based on the period of your authorization or the principle of necessity for fulfilling the obligations of the employer.

We may keep your personal data long if necessary in connection with any actual or potential dispute (e.g. we need this personal data to establish or defend legal claims), in which case we will keep your personal data until the end of such dispute; and/or for us to comply with any legal or regulatory obligation (e.g. for tax or pension purposes), in which case we will keep your personal data for as long as required by that obligation.

business relations

In the context of our Services, we process your personal data if you are working for companies with which we are conducting (or intending to conduct) business (e.g. to make offers for the Services and to maintain a business relationship with the company you work for).

what personal data do we collect about you

We process the following personal data about you:

- Identification information – we may process your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken.
- Professional information – we may process information related to your work including (without limitation) your job title, your location and your department.
- Photographs and video footage – when participating in our events, meetings, conferences etc., we may process photographs or videos of you.
- Survey results – we may process your responses to questions in surveys.
- Visitor information – when accessing our buildings, we may collect your name, contact details, car plate number, identification, etc. for security reasons. Where we are legally permitted to do so we may also ask you to disclose information about your health (including information related to viral infections, flu, etc.) for health and safety reasons.
- Information you choose to share with us – we may process additional information if you choose to share that with us.
- Trade sanctions information relating to you - we may verify whether you are a politically exposed person, a specially designated national or otherwise subject to sanctions under applicable laws or regulations.

why do we need your personal data

Randstad processes your personal data only for the purposes specified below:

purposes for which we process your personal data	legal grounds for the processing of your personal data
To administer and manage the contractual relationship between Randstad and our clients and suppliers	Necessary for the performance of the contract between Randstad and the client or supplier
Business development (including sending direct marketing and offers)	Depending on the circumstances this may be based either on your consent or on our legitimate interest to maintain good relations with our current or prospective clients and suppliers. You can always choose not to receive direct marketing and offers from us; see the section "Your data protection rights" below
Facilities, security and contingency planning purposes	For the purpose of the legitimate interests pursued by Ransdstad, which include safeguarding and securing our assets, our facilities, our information systems and our people
Health and safety management	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of its employees, company assets, protecting its legal interests and managing legal claims/disputes; and/or protection of the vital interests of the Data Subjects
To conduct corporate transactions (including mergers, acquisitions and divestments)	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include Randstad's interest in developing its business through mergers, acquisitions and divestments
Events	Based on our legitimate interest to organise events so as to better build and maintain a good relationship with our clients and our suppliers
Preventing, detecting and investigating fraud	To comply with our legal obligations when some authorities or administrations ask information about our contact as a client; and/or Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company assets, protecting its legal interests and managing legal claims/disputes
IT Support	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include safeguarding our assets and ensuring security of our information systems
Surveys (including satisfaction surveys)	Based on our legitimate interest to survey our clients so as to better understand their needs, to improve our services and to build and maintain a good relationship with our clients
Dispute management and litigation	Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company assets, protecting its legal interests and managing legal claims/disputes with our clients and suppliers
Compliance with legal or regulatory requirements	Processing is necessary for compliance with our legal or regulatory obligations (e.g. obligations under tax laws to keep certain information including personal data)

Preventing, detecting and investigating fraud	To comply with our legal obligations when some authorities or administrations ask information including personal data; and/or Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company assets, protecting its legal interests and managing legal claims/disputes
To monitor and enforce compliance with Randstad policies and procedures	For the purpose of the legitimate interests pursued by Randstad, which include safeguarding our assets and ensuring security of our information systems
To perform internal and external audits	For the purpose of the legitimate interests pursued by Randstad, which include the proper conduct of its business and accuracy of financial reporting

how long we keep your personal data

In order to provide you with services, we will retain your personal data according to your authorization period or based on the principle of necessity for providing you with services. The data retention period starts from the last time we interact with you. During this period, you can choose to withdraw your authorization at any time. If you withdraw your authorization, we will delete your personal data.

We may keep your personal data longer if necessary in connection with any actual or potential dispute (e.g. we need this personal data to establish or defend legal claims), in which case we will keep your personal data until the end of such dispute; and/or for us to comply with any legal or regulatory obligation (e.g. for tax or pension purposes), in which case we will keep your personal data for as long as required by that obligation.

HR technologies

our use of innovative HR technologies for talent matching and services

Our ultimate goal is to support people and organizations in realizing their true potential. We believe that the best way to achieve that goal is by combining our passion for people with the power of today's HR technologies. By HR technologies we mean technologies that help us digitize and enhance a variety of recruitment-related processes.

For example we use chatbots to improve your talent experience. Chatbots give candidates the opportunity to answer questions based on the requirements of the job they apply for. This is a user-friendly way for candidates to:

- provide us with relevant information that may not be readily apparent from the application, profile or resume of a candidate.
- know promptly whether their skills meet a job's essential requirements and, if not, to easily explore other jobs or to identify gaps in their skillset.
- answer at any moment convenient to the user.

As part of the larger recruitment process, HR technologies allow us to connect candidates more quickly to our consultants. This, in turn, allows our consultants to better support candidates in exploring jobs and to deliver the right candidates more quickly to our clients. HR technologies also allow our consultants to find people based not only on the jobs they qualify for but also on the basis of jobs they are interested in.

improving the client experience

HR technologies help us to search through a broader and more diverse set of candidates so that we become even better at finding the best talent with the most relevant skill-set for our clients. Thanks to these technologies our consultants can focus on the tasks that require genuinely human traits that technology cannot emulate: creativity and emotion.

web beacons

Our emails may contain a single, campaign-unique "web beacon pixel" to tell us whether our emails are opened and verify any clicks through to links or advertisements within the email. We may use this information for purposes including determining which of our emails are more interesting to users, to query whether users who do not open our emails, wish to continue receiving them and to inform our advertisers in aggregate how many users have clicked on their advertisements. The pixel will be deleted when you delete the email. If you do not wish the pixel to be downloaded to your device, you should select to receive emails from us in plain text rather than HTML.

responsible use of HR technologies

Randstad is committed to the ethical and responsible use of innovative HR technologies (you can read our AI principles [here](#)). Randstad does not use these technologies as a substitute for humans or human interaction in any part of its processes. Instead, our use of HR technologies is intended to make interactions with clients and candidates more personal, relevant and meaningful.

We strive to involve human beings whenever we make decisions that significantly impact you. If, in exceptional cases, we were to make such decisions based on a fully automated process (ie. without involvement of humans), we will only do so where that is permitted by law and after having notified you.

To ensure all candidates are treated fairly we take steps to avoid bias where we use HR technologies. For example:

- We regularly test the output created by these technologies to identify potential unfair bias.
- We regularly obtain expert advice to continuously improve the way in which we identify and remove bias.
- Both our consultants and our search and match algorithms are thoroughly trained and always work together.

with whom do we share your personal data

We may share your personal data:

- with other entities of the Randstad group of companies. We are part of a multinational group of companies and sometimes we may share personal data with other Randstad groups of companies for the purposes of efficient management of business, compliance with legal and regulatory requirements and to provide our Services to you (include as matching) and to our clients. For an overview of these entities, [click here](#).
- with Randstad clients. Within the scope of our services, including recruitment and provision of temporary work.
- with third parties providing HR-related services to use (e.g. payroll service providers).
- with third party providers of IT-related services (e.g. we use an external provider to support our IT-infrastructure; e.g. an important part of our software and databases sit in a cloud-environment which is operated by a third party service provider).
- with third parties providers of marketing-related services (e.g. we may store your personal data in a cloud-based CRM-application that is hosted and provided by a third party service provider; e.g. when we use a third party service provider to organise an event we may share your personal data with that third party in order to invite you to that event).
- with providers of professional services (e.g. to our auditors, our tax advisors, our legal advisors).
- with banks and insurers (e.g. in order to pay the salaries of our temporary workers we share some of their personal data with our bank).
- with pension funds.
- with public authorities (e.g. pursuant to applicable law Randstad must disclose personal data to the social security authorities and to tax authorities).
- with law enforcement authorities, courts and regulatory authorities (e.g. as part of a criminal investigation police services may require us to disclose personal data to them).

We may also disclose your personal data to third parties:

- in the event that we sell or buy any business or assets, in which case we may disclose your personal data to the prospective seller or buyer of such business or assets; or
- if all or a substantial part of our assets are acquired by a third party, in which case the personal data that we hold about you may be one of the transferred assets.

In the event that we transfer your personal data internationally, we will only do so in line with applicable law, and we will require that there is an adequate level of protection for your personal data, and that appropriate security measures are in place.

When we share your personal data as described above, such personal data may be transferred within and outside China. In this regard, we will obtain your separate consent, transfer in accordance with applicable laws, and require adequate protection of your personal data and appropriate security measures. You can view information about overseas recipients here.

overseas data recipients	country/city	contact	type of personal information	purpose of data cross border transfer
Randstad Hong Kong	HongKong SAR	privacy@randstad.com.hk	Basic personal information, including personal name, gender, ethnicity, nationality, address, personal telephone number, email address, personal occupation, position, work unit, education, degree, education experience, work experience, training records	As a multinational group of companies, there may be times when we transfer and share your personal data with other Rensselaer Group companies in order to effectively manage our business and comply with legal and regulatory requirements. This means that with your consent, your personal data may be transferred outside the People's Republic of China or accessed from these offshore regions.
Randstad Pte. Limited	Singapore	privacy@randstad.com.sg		
Randstad Pty Limited	Australia	privacy@randstad.com.au		
Randstad Solutions Limited	Ireland	rivacyofficer@randstad.co.uk		
Randstad Deutschland GmbH & Co.KG	Germany	datenschutz@randstad.de		
Randstad N.V	Netherlands	privacyofficer@randstad.com		
Randstad clients				

To learn more about the safeguards we have in place around the world to protect your personal data, please contact us at privacy@cn.randstad.com.

how we will protect your personal data

We have technical and organizational security measures in place to protect your personal data from being accidentally lost, used, altered, destructed, disclosed or accessed in an unauthorized way. We limit access to your personal data to those who have a genuine business need to know it. Those processing your personal data are

governed by Randstad's rules for information and IT security, data protection and other internal regulations and guidelines applicable to the processing of personal data.

While we have measures in place to protect your personal data, it is important for you to understand that 100% complete security cannot be guaranteed. Accordingly, we have procedures in place to deal with data security incidents and to comply with legal requirements applicable to the detection, handling and notification of personal data breaches.

your data protection rights

You have the following rights regarding your personal data:

rights	what does this mean?
1. Right to be informed	You have the right to be provided with clear, transparent and easily understandable information about how we use your personal data and your rights. This is why we are providing you with the information in this notice.
2. Right of access	You have the right to access the personal data we keep about you – this is because we want you to be aware of the personal data we have about you and to enable you to verify whether we process your personal data in accordance with applicable data protection laws and regulations.
3. Right to rectification	If your personal data is inaccurate or incomplete, you have the right to request the rectification of your personal data.
4. Right to erasure	This is also known as 'the right to be forgotten' and, in simple terms, enables you to request the deletion or removal of your personal data where there is no compelling reason for us to keep it. This is not a general right to erasure, there are exceptions.
5. Right to restrict processing	You have rights to 'block' or suppress further use of your personal data in certain circumstances. When processing is restricted, we can still store your personal data, but may not use it further. We keep lists of people who have asked for further use of their personal data to be 'blocked' to make sure the restriction is respected in future.
6. Right to data portability	You have the right to obtain and reuse your personal data in a structured, commonly used and machine-readable format in certain circumstances. In addition, where certain conditions apply, you have the right to have such personal data transferred directly to a third party.
7. Right to object to processing	You have the right to object to certain types of processing, in certain circumstances. In particular, the right to object to the processing of your personal data based on our legitimate interests or on public interest grounds; the right to object to processing for direct marketing purposes (including profiling); the right to object to the use of your personal data for scientific or historical research purposes or statistical purposes in certain circumstances.
8. Right to withdraw consent	If our processing of your personal data is based specifically on your consent, you have the right to withdraw that consent at any time. This includes your right to withdraw consent to our use of your personal data in the context of voluntary employee surveys.
9. Right to object to automated decision making	You have the right not to be subject to a decision based solely on automated Processing, including profiling, which produces legal effects for you or similarly significantly affects you. Automated decision making takes place when an electronic system uses personal data to make a decision without human intervention. This is not a general right to object, there are exceptions. For example, we are allowed to use automated decision making where it is

	necessary to perform a contract with you and appropriate measures are in place to safeguard your rights. For further information, see the section "Innovative HR technologies".
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You can exercise your rights by contacting us at privacy@cn.randstad.com.

We will handle your request with special care to ensure your rights can be exercised effectively. We may ask you for proof of identity to ensure that we are not sharing your personal data with anyone else but yourself!

You must be aware that, in particular cases (for instance, due to legal requirements) we may not be able to make your request effective right away.

In any case, within one month from your request, we will inform you on the actions taken.

You have the right to lodge a complaint with a supervisory data protection authority dpis@cn.randstad.com.

changes to this data protection notice

We may update this notice from time to time. You can see the date on which the last change was made below in this notice. We advise you to review this notice on a regular basis so that you are aware of any changes. Please also visit [<https://www.randstad.cn/view/article/disclaimer>] to keep abreast of the latest Privacy Policy.

contact us

If you have any questions about this policy or any privacy concerns, or would like to exercise your rights, or obtain further information about the safeguards we have in place so that your personal data is adequately protected when transferred outside China, please contact us at privacy@cn.randstad.com.

This notice was updated on June 14, 2024.