



Privacy Policy

Introduction

As sole owner of all information collected on this website, Carl Lens Search Partners B.V., trading as Lens, Executive Search, is committed to protecting the privacy of your personal data. This statement summarizes our website's policies regarding the collection, use and transfer of your personal data, the security measures Lens, employs to protect such data and your right to access.

What do we collect?

Lens, is an executive search firm and collects a variety of personal data necessary to provide such services in a proprietary and highly confidential database accessible only by the employees of Lens. Categories of personally identifiable data include: career history, education history, professional experience, resume and contact information. We may collect some of this data from publicly available profiles such as LinkedIn, other data we ask you to submit to us. We may select you to be part of a group of candidates for a particular position based purely on this publicly available information. If you are selected, we will always ask you whether you wish to be further involved. By submitting your information to Lens, by whatever means, you indicate your willingness to disclose this information to Lens and to be considered, when appropriate, for one of Lens, confidential executive searches. If you do not wish to disclose your personal information, Lens, will be unable to provide you the services offered by this website, since employment, educational and other personal information is necessary in order to assess your employment opportunities.

It is not Lens', policy to seek any sensitive information through our website unless legally required for recruitment purposes. Sensitive information includes data relating to race or ethnic origin, political opinions, religious or similar beliefs, trade union membership, physical or mental health, sexual life, or criminal record. We suggest that you do not provide sensitive information of this nature. If you do wish to provide sensitive information for any reason, Lens accepts your explicit consent to use that information in the ways described in this Privacy Policy or as described at the point where you choose to disclose. We are aware that photos of yourself might be considered sensitive information. Should you choose to submit a photo of yourself, we will accept your explicit consent alongside your upload. Please note we may ask you to confirm your consent to us.

How We Use and Disclose Personally Identifying Information?

In order to present you as a potential candidate to potential employers (clients of Lens), your personal information may be shared with clients and/or transferred between Kennedy Executive worldwide affiliate members. This includes sharing data with countries outside the EU such as the U.S., Australia, Norway and South-Africa. Lens Executive Search is a member of the Kennedy Executive and services its clients with executive search on a global level. Each affiliate member of Kennedy Executive is committed to implementing the

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appropriate data integrity and security measures required of the country in which it resides in order to protect your information.

By choosing to provide Lens with your personal information you indicate your willingness to share and have your information stored by Lens, transferred between Kennedy Executive worldwide affiliates, subsidiaries and licensees and to be considered, when appropriate, for one of Lens', confidential executive searches. A complete list of affiliate offices can be found by visiting Kennedy Executive's website at <http://www.kennedyexecutive.com> If you object to your information being shared and transferred in such manner or if you do not wish to participate in this service and benefit from the executive career searches that Lens provides, please do not enter your personal information into the website.

Your personal information may also be used anonymously and in the aggregate in order to put together industry, marketing and employment statistics. Used in this matter, your personal information irreversibly becomes non-identifying. Lens, also monitors IP addresses for security purposes, trend analysis, website administration, user movement tracking and broad demographic information gathering for aggregate use. The IP address of the computer you use to access lens.careers is not linked to any personal information you provide on the website.

Information Security and Integrity

To prevent unauthorized access, maintain accuracy of data and ensure proper use of information, lens.careers has put in place appropriate physical, electronic and managerial security procedures to safeguard all information collected online.

We will not process your personal information in a way that is incompatible with what is outlined in this Privacy Policy, and will use our best efforts to ensure that data is accurate, complete, current and reliable for its intended use. We also will use our best efforts to protect your information from loss, misuse, unauthorized access, disclosure, alteration and destruction.

Access to Information

If you need assistance accessing, updating, correcting or removing your personal information from our systems, or if you no longer desire our services, please e-mail Lens hello@lens.careers.

Links

Please be aware that this website may contain links to third-party websites. This Privacy Policy applies solely to information collected through this website. This Privacy Policy does not apply to, nor is Lens, responsible for, any content, privacy practices, or conduct of such websites. We encourage our users to be aware when they leave our website and to read the privacy policies of each and every website, including those that collect personally identifiable information.

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Cookies

Lens, may use browser cookies on this website. Cookies are text files containing small amounts of information which are downloaded to your computer or mobile device when you visit a website. We use cookies to provide a higher quality, more relevant, user experience by storing user preferences and monitoring user trends, as well as to deliver services requested by you.

By using our website lens.careers you accept the use of cookies in accordance with this Cookie Policy.

If you do not accept the use of these cookies please disable them by following the instructions in <http://www.allaboutcookies.org/manage-cookies/> or by changing your browser settings as indicated below so that cookies from this website cannot be placed on your computer or mobile device.

What cookies do we use?

We use customized and proprietary JavaScript code provided by third-party integrated platforms including, limited to, Google Analytics, Google Tag Manager to collect and transmit visitor information to their servers. When a user visits Lens.careers, this code contacts the respective third-party platforms' servers and sends the aforementioned data. This data is stored, devoid of personally identifiable information, on the third-party server for the purposes of analysis that will be used to improve and provide contextual experiences to site visitors. The last octet of your IP-adres has been blocked and "sharing information" has been turned of.

Necessary cookies – These cookies are essential in order to enable you to move around the website and use its features, such as accessing secure areas of the website. Use of cookies may also allow us to automate entry into password protected portions of the site so that you will not need to re-enter your password each time you visit our site.

Functionality cookies – These cookies allow the website to remember choices you make and provide enhanced, more personalized features. They may also be used to provide services in the way you have specified, such as collating data in a report.

Performance cookies – These cookies collect information about how you use our website, for instance which pages you visit and how often. These cookies do not collect information that identifies you. All information these cookies collect is aggregated and therefore anonymous. It is only used to improve our website and the service we provide to you. We may also perform IP lookups to determine which domain you are coming from to more accurately gauge our users' demographics.

How to control cookies?

With most internet browsers, you can erase cookies from your computer hard drive, block all cookies, or receive a warning before a cookie is stored on your computer. Please refer to your browser instructions (usually located within the "Help", "Tools" or "Edit" facility) or a help screen to learn more about these functions and how to use them. Please be advised



that certain sections or functionalities of the site may be inaccessible to you if your browser does not accept cookies.

For further information on cookies, including how to see what cookies have been set on your device and how to manage and delete them, visit www.allaboutcookies.org.

Material Changes to the Privacy Policy

Lens, reserves the right to modify or amend the Privacy Policy at any time and for any reason. If there are material changes to the Privacy Policy, we will post those changes here and e-mail them to you so that you can keep informed. Please check back to this Privacy Policy from time to time to stay informed. If you do not wish to continue using this website after reading the revised Privacy Policy, you may opt-out by leaving the site.

If you have any questions about your personal information, please e-mail Lens, at hello@lens.careers

Binding Corporate Rules

In addition to the privacy practices set out in this Privacy Policy, Lens has established a set of binding corporate rules (Candidate Data Protection Standards). These binding corporate rules are a commitment by Lens to adequately protect personal information of candidates we process regardless of where the data resides. If you would like additional information regarding the binding corporate rules, please e-mail Lens at hello@lens.careers.