

Privacy Notice – Job Applicant (EN)

PSA-Z may process your personal data when you apply for a vacancy at PSA-Z. This privacy notice covers the personal data we process from you as a job applicant.

PSA Zeebrugge NV (“PSA-Z”, “we”, “us”), having its registered office at Caxtonweg K140-143, 8380 Brugge (Belgium), with company registration number 0808.254.478, is responsible for processing your personal data.

If you have any questions in regards to the personal data we process of you or you want to exercise your rights, you can contact us at infogdpr@globalpsa.com.

What personal data do we process?

We process personal data when you send us your application, i.e. your name, first name, mobile phone number, email address, current function and employer, education and training information, and any other information that is available on your curriculum vitae.

During the application process and depending on the stage of the recruitment process, we may also process the following personal data from you, i.e. ID card number, work and residence status, bank account number, emergency contact details, drivers license, compensation and benefits, data obtained from a personality test, data from competence and skill assessments, background check reports, security data, criminal convictions and prosecutions.

We will store your personal data for as long, yet no longer as legally required.

Why and how do we process your personal data?

We process your personal data for recruitment and selection purposes, to review and manage your application and to contact you. We may also process your personal data for security and fraud prevention.

We can process your personal data to receive a security opinion in accordance with Law of 11 December 1998 on classification and security clearances, security certificates and security notices.

On what grounds do we process your personal data?

We process your personal data on the legal ground of consent, compliance with a legal obligation and legitimate interest pursued by the controller, respectively article 6.1 a), c) and f) of the General Data Protection Regulation (2016/679).

Do we share your personal data with third parties?

In case this is required for the processing activities your personal data can be shared with other entities in the PSA group. Where we have contractual obligations, your personal data can also be shared with our partners (e.g. Hudson, Thomas). We ensure that these recipients process your personal data in compliance with the applicable legislation. Where recipients process your personal data outside of the European Economic Area we will conclude the necessary (contractual) safeguards (e.g. EC Standard Contractual Clauses or similar contractual safeguards) in order for your personal data to have an adequate level of protection.

If it is legally justified or required, your personal data can also be passed on to the competent authorities or other authorities involved in law enforcement (police, customs, investigation judge, etc.).

How do we keep your personal data safe?

We take technical and organisational measures to ensure that your personal data is protected from unauthorized access, deletion or unlawful processing. We will make reasonable efforts to ensure that your privacy interests are protected in accordance with the applicable laws.

What are your rights in regards to your personal data?

You have the right to access your personal data and to correct it in case it is inaccurate or incomplete, have it removed or its processing restricted, or to obtain a copy of your personal data, all if the legal conditions for these rights have been met.

You have the right to file a complaint with the Belgian Data Protection Authority (DPA) in connection with the processing of your personal data by us. You can contact the DPA at contact@adp-gba.be or by mail at Gegevensbeschermingsautoriteit, Drukpersstraat 35, 1000 Brussel.

Last updated September 2025.