

WONDERKIND CANDIDATE PRIVACY POLICY

Version 1.1

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This Privacy Policy explains how Wonderkind Global B.V. processes personal data of individuals who join the Wonderkind recruitment network as candidates.

1. Who we are

Wonderkind Global B.V.
H.J.E. Wenckebachweg 123
1096 AM Amsterdam
The Netherlands

Email: legal@wonderkind.com

Wonderkind Global B.V. operates recruitment technology platforms and services under different commercial labels and brand names. Regardless of the commercial label used, Wonderkind Global B.V. is the legal entity responsible for processing your personal data.

2. Scope of this Privacy Policy

This Privacy Policy applies to personal data processed by Wonderkind in connection with:

- Candidate profile creation and management
- Automated qualification and matching
- Forwarding candidate profiles to employers
- Integration with employer applicant tracking systems
- Communication and support related to recruitment activities

Employers that receive your profile act as independent data controllers for their own recruitment processes and provide their own privacy notices.

3. Personal data we collect

We may collect and process the following categories of personal data.

Identification and contact data

Name, email address, phone number, and general location.

Profile and application data

Resume or CV data, work history, education, skills, qualifications, availability, preferences, and other job related information you provide.

Matching and qualification data

Information derived from assessing whether your profile meets job requirements, including tags, classifications, or indicators used to support matching.

Communication data

Messages, emails, and conversation history exchanged through the platform or integrated messaging tools.

Recruitment outcome data

Status information received from employers or their applicant tracking systems, such as whether a profile was reviewed, interviewed, rejected, or hired.

Technical and usage data

IP address, device and browser information, log files, and interaction data generated when you use the platform.

Publicly available data

Limited information obtained from publicly available professional sources, such as names, locations, and professional background, where relevant for matching.

We do not intentionally process special categories of personal data unless permitted by applicable law and appropriate safeguards are in place.

4. How we collect personal data

We collect personal data:

- Directly from you when you create a profile, upload a resume, or interact with the platform
- From publicly available sources to enrich profiles and improve matching
- From employers or their applicant tracking systems when they share recruitment outcome information
- Through technical means when you use the platform

5. Why we process your personal data

We process personal data for the following purposes:

- Operating a recruitment network that connects candidates with employers
- Qualifying and matching candidate profiles against job requirements
- Forwarding candidate profiles to employers where a match is identified
- Integrating with employer applicant tracking systems
- Improving and optimising matching, qualification, and delivery processes
- Communicating with candidates regarding opportunities and platform activity
- Ensuring platform security, preventing misuse, and complying with legal obligations

6. Legal basis for processing

We rely on the following legal bases under applicable data protection law.

Consent

You provide consent to join the Wonderkind recruitment network and to have your profile qualified, matched, and shared with employers.

Legitimate interests

We process personal data where necessary for our legitimate interests, such as operating and improving the platform, fraud prevention, analytics, and ensuring service quality, provided such interests do not override your rights and freedoms.

Legal obligations

We may process personal data to comply with applicable legal requirements.

You may withdraw your consent at any time. Withdrawal does not affect processing carried out before withdrawal.

7. Network participation and profile sharing

By joining the Wonderkind recruitment network, you acknowledge that:

- You are participating in a recruitment network, not applying to a single employer
- Your profile may be shared with multiple employers where relevant
- You do not need to submit a separate application for each employer
- Employers that receive your profile act as independent data controllers and determine how they process your data

8. Automated qualification and profiling

Wonderkind uses automated and assisted processing to support the qualification and matching of candidate profiles against predefined job criteria, such as skills, experience, availability, location, language, and consent status.

This processing determines whether your profile is forwarded to an employer at a given moment. Profiles that are not forwarded are not rejected and may still be considered for future opportunities.

Wonderkind does not determine or control hiring decisions. Employers decide how to proceed once they receive a candidate profile.

We provide transparency regarding automated processing and implement appropriate safeguards in accordance with applicable data protection law, including enabling you to exercise your rights.

9. Third parties and service providers

We use third party service providers to operate, secure, and improve the Wonderkind recruitment network. These providers process personal data on our behalf as processors, or in some cases act as independent data controllers. All providers are subject to contractual and technical safeguards.



Key categories of service providers include:

AI and machine learning services

Used for job classification, language and location normalization, resume analysis, and candidate matching.

Example provider: Microsoft Azure OpenAI.

Data enrichment and publicly available information

Used to enrich profiles using publicly available professional information to improve matching quality.

Example providers: Firecrawl, Bright Data.

Communication and messaging providers

Used for transactional emails, invitations, and messaging functionality.

Example providers: SuperChat, Resend.

Social media and advertising platforms

Used where candidates choose to submit information through social media lead forms.

Example provider: Meta Platforms.

Applicant tracking system integrations

Used to transmit candidate profiles to employers and receive recruitment outcome information.

Example systems: RecruitNow, MySolution (Salesforce), Bullhorn, Greenhouse, Recruitee.

Infrastructure and hosting providers

Used for hosting, databases, authentication, file storage, and platform operations.

Example provider: Supabase.

We maintain an up to date list of key service providers and subprocessors, including their purpose and processing location, which is available upon request.

10. Data retention

We retain personal data for as long as necessary to operate the recruitment network, match candidates with relevant opportunities, comply with legal obligations, and pursue legitimate business purposes.

You may request deletion of your personal data at any time, subject to applicable legal retention requirements.

11. International data transfers

Some service providers or recipients of personal data may be located outside the European Economic Area. Where personal data is transferred internationally, we implement appropriate safeguards such as standard contractual clauses, in accordance with applicable data protection law.

12. Your rights

Subject to applicable law, you have the right to:

- Access your personal data
- Request correction of inaccurate or incomplete data
- Request deletion of your personal data
- Object to certain processing activities
- Request restriction of processing
- Request human review where automated processing materially affected you

You can exercise your rights by contacting legal@wonderkind.com. We may verify your identity before responding.

13. Security

We implement appropriate technical and organisational measures to protect personal data against unauthorised access, loss, alteration, or disclosure.

14. Updates to this Privacy Policy

We may update this Privacy Policy from time to time. The most current version will always be available on our platform and will include the latest revision date.

If we make material changes that significantly affect your rights, we will make reasonable efforts to notify you.

15. Contact

If you have questions about this Privacy Policy or how we process your personal data, please contact:

legal@wonderkind.com

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