

Data Protection notice

Introduction

This Data Protection Notice applies to: the processing of personal information we collect when you visit our website, use our mobile application, or when we provide you with recruitment services and comprehensive human resources solutions, such as professional recruitment services, executive search, HR business process outsourcing, recruitment process outsourcing (RPO), HR vendor management services, and outplacement/career transition services; and the processing of personal information of employees of companies with which we conduct (or plan to conduct) business.

Your privacy and the security of your personal information are of paramount importance to Randstad Enterprise Management (Shanghai) Co., Ltd. and its affiliated companies in China (hereinafter referred to as "Randstad China"), as well as the entire Randstad Group. We are responsible for ensuring that all personal information entrusted to us is processed in accordance with applicable data protection laws and regulations.

This Notice sets forth: our identity, the purposes for which we use your personal information, how it is processed, the parties to whom it may be disclosed (such as clients, service providers, and/or other Randstad Group companies), the locations to which it may be transferred or accessed, and your relevant rights.

About Randstad

Randstad Enterprise Management (Shanghai) Co., Ltd. and its entities under its jurisdiction within the territory of China (referred to as "we" or "Randstad China" in this Notice) will process your personal information (such personal information is also sometimes referred to as "information") in accordance with this Data Protection Notice.

Except as otherwise provided below, Randstad China is the controller of personal information (as defined under applicable data protection laws and regulations for "data controller").

To ensure efficient business operations and management, companies under the Randstad Group may, under specific circumstances, jointly determine the purposes and means of processing personal information, thereby acting as joint controllers ("joint controllers" as defined by applicable data protection laws and regulations). The contents of the Joint Controller Agreement between [Randstad Group companies](#) can be accessed via the following link: [Summary of Joint Personal Information Processing Agreement](#).

If you need details about these joint controller processing activities, request a summary of the distribution of responsibilities among joint controllers, and/or exercise your data protection rights regarding the joint processing of personal information, please contact us via the "Contact Us" section below.

Website Visitors and Application Users

When you visit our website or myRandstad application, we collect information related to your device, browser, and the way you browse content, as well as personal profiles and information collected through the use of our features (such as availability, shift scheduling, calendar integration, timesheets, payroll, contract management, and inbox).

We may use cookies to collect such personal information. Cookies are small text files stored on your device when you visit a website or application, which help the website and application remember your operational preferences (such as language selection) and identify you when you visit again. This helps us analyze usage trends, identify your areas of interest, and optimize website management, thereby accelerating the browsing process and improving your efficiency.

What Personal Information Do We Collect? Why Do We Need Your Personal Information?

When you visit our website or Randstad application, we collect information related to your device, browser, and the way you browse the website and application content for the following purposes:

Purposes of Processing	Categories of Personal Information	Legal Basis for Processing
To administer the website and application, as well as for system administration purposes (e.g., diagnosing technical problems, analyzing website traffic)	Device usage data: Your device IP address, Internet service provider IP address, device screen resolution, device type (unique device identifier), browser and operating system version, geographic location (country only), preferred language setting, timestamp of accessing the website and application, referring URL leading directly to this website, operating system used, modules of the website/application accessed, pages browsed and content viewed, hyperlinks clicked, materials sent or downloaded to this website	(a) Necessary for the performance of statutory duties or legal obligations provided by laws and regulations; (b) Obtaining your authorization and consent.
For website and application analytics: optimizing user experience (analyzing page navigation paths, trend forecasting, observing and measuring your interactions with the website/application) and content quality (such as job postings)	Device usage data: Your device Internet Protocol (IP) address, Internet service provider IP address, device screen resolution, device type (unique device identifier), browser and operating system version, geographic location (country only), preferred language setting, timestamp of accessing the website or application, referring URL leading directly to this site, operating system version, modules of the website/application accessed, pages browsed and content viewed, hyperlinks clicked, materials sent to or downloaded from this site	(a) Necessary for the performance of statutory duties or legal obligations provided by laws and regulations; (b) Obtaining your authorization and consent.
To send you requested content, communicate with you (including sending relevant information that may be of interest to you with your consent), and improve our marketing and communication strategies	Identity and contact details: Name, email address, job title, and company name	Randstad sends information such as white papers, newsletters, event notices and reminders, and market/industry insights only when you explicitly opt in to receive it—for example, by checking the relevant option box when submitting a form to download materials or templates on the Randstad official website or official social media channels to grant us authorization. If you no longer wish to receive Randstad communications, you

		may withdraw your consent at any time via the unsubscribe option provided in each communication. From the moment you perform any of the above actions, we will be able to directly associate the aforementioned information, such as your device information, browser information, and website content browsing behavior, with you personally.
To manage your use of the myRandstad application for job search, filtering, application, and employment relationship management (including functions such as job searching, document viewing, electronic signature, work status, shift scheduling, timesheets, leave requests, payroll, dynamic newsfeeds, and attendance clock-in)	Identity and contact details: We collect your name, contact information (including mobile phone number, landline, and home address), nationality, country of residence, date of birth, gender, digital signature, and language preferences. In addition, to ensure system security, we collect your password. Application usage/functional data: myRandstad application shift scheduling, your contracts (signing feature), valid identity documents (onboarding feature), tax forms (onboarding feature), working hours and absence records (time and attendance feature), expense management (such as travel expenses) (time and attendance feature), compensation, payment details, taxes paid (payroll) (payment feature), performance feedback (feedback feature), and any free-text feedback provided through the myRandstad application. In accordance with relevant laws and regulations in China, identity documents, financial accounts, payroll details, and passwords among the above information constitute sensitive personal information. We collect such information for the necessary purposes of performing labor contracts, conducting human resources management, and complying with fiscal and tax laws and regulations. We will adopt comprehensive measures to provide a higher level of protection and process such information in accordance with applicable legal bases, so as to mitigate the impact on personal rights and interests.	Processing your personal information is necessary for the performance of a contract and to provide you with the requested services through the application, and is therefore based on (pre-)contractual necessity.

To cooperate with law enforcement agencies/courts, and to manage legal disputes/claims	Legal/Dispute data: Personal information required to be disclosed by law enforcement agencies for investigation purposes; personal information required by Randstad to defend its legal rights and interests in disputes or court (or other dispute resolution bodies) proceedings	Processing is necessary for the legitimate interests pursued by Randstad, including protecting company assets, defending its legal rights and interests, and managing legal claims/disputes
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Our Cookie

For detailed information on the types of cookies we use, their purposes, and how to configure or delete cookies, please refer to our [Cookie Notice](#).

Candidates

We use your personal information when providing human resources services, including services in the areas of recruitment and selection, agency services, temporary employees, secondment, payroll management, personal development, career guidance, coaching, planning, and personnel and compensation management (as detailed in the "Terms and Conditions", collectively referred to as "Services"). These terms also apply to applicants for internal positions at Randstad.

Through large-scale innovation, Randstad will achieve our ambitious vision: empowering lifelong employability, fulfilling brand commitments of initiative, transparency, and guidance, and delivering a truly rich talent experience to candidates worldwide.

What Personal Information Do We Collect and Why Do We Collect It?

As a candidate, we collect and process your personal information for the following purposes:

Purposes of Processing	Categories of Personal Information	Legal Basis for Processing
To provide you with services (including recommending matching candidates to clients, arranging interviews, and conducting assessments). For example, we may process your data based on your personal information to recommend job openings to you and enable our consultants to provide you with tailored employment opportunities, career advice, reskilling options, inclusive support, suggest additional training where necessary, and introduce you to hiring managers.	Identity and contact details: Name, contact information (including home address, landline number, and mobile phone number), nationality and country of residence, date of birth, (under special circumstances) gender, digital signature, and language proficiency.	Data processing and the use of automated systems are necessary to provide you with matching services, and are therefore based on the principle of (pre-)contractual necessity.
System training and updates/statistical purposes. Some of our service systems operate based on machine learning and large language models (such as AI resume parsing technology). To ensure the accurate and reliable operation of	Professional information: Personal information related to your work, including but not limited to job title, job description and location, department, work email address, reporting level, and employment status (full-time/part-time,	We will process the above data as necessary to provide you with efficient job matching and recruitment services (necessary for contract performance), or based on your authorization and

this technology, extraction, parsing, training, and updates based on existing data are required. We may also process personal information in an aggregated form.	etc.). Resume and other recruitment information: Curriculum vitae, work experience, skills information, background experience, educational background, and other relevant materials (such as photos, interview notes, personal information contained in cover letters, or personal information provided during the application process).	consent. To safeguard your information security and privacy rights, we have implemented strict mitigating measures, such as de-identification/anonymization processing, and provided you with an accessible opt-out (refusal) mechanism.
Dispute management and litigation	Legal/Dispute data: Personal information required to be disclosed to law enforcement agencies for investigation compliance; personal information necessary for Randstad to defend its legal rights and interests in disputes or proceedings before courts (or other dispute resolution bodies)	Processing is necessary for the legitimate interests pursued by Randstad, including protecting company assets, defending its legal rights and interests, and managing legal claims/disputes
To comply with requirements of labor laws, tax laws, social security laws, and other laws and regulations (such as equal opportunity and workplace diversity requirements)	Identity and contact details: Name, contact information (including home address, home telephone number, and mobile phone number), nationality and country of residence, date of birth, (under special circumstances) gender, digital signature, and language used. Government-issued identifiers: We collect government-issued identity document information in accordance with laws and regulations, including but not limited to national identity card numbers, passport numbers, and residence permits/mainland travel permits for Hong Kong, Macao, and Taiwan residents. In addition, to fulfill social insurance and tax payment obligations, we collect your social security card number, personal tax identification number, and other relevant document information legally required by government or regulatory authorities. Sensitive personal information: -Medical health and biometric information: Including pre-employment medical examination results, sick leave and maternity certificates, and biometric information required for workplace security or attendance tracking (such as facial recognition or fingerprints, where applicable).	Processing such data is necessary for compliance with employment regulations and statutory obligations stipulated by labor laws, tax laws, social security laws, and other laws and regulations. We will implement strict encrypted storage and access control measures to safeguard the security of such sensitive information.

	-Identity and background check information: Including national identity card numbers, passport numbers, and criminal record data required for background checks within the scope permitted by law. -Financial and property information: Including your bank account number, payroll details, personal tax identification number, and tax payment records, used for payroll processing and individual income tax withholding.	
Business development and candidate engagement (including sending job-related newsletters, service updates, and marketing communications that may interest you)	Identity information: Your name and contact details (including email address and phone number), gender, digital signature, and language used. Professional information: Information related to your professional background, including (but not limited to) job title/role, work location, professional skills, and career development preferences.	Based on authorization and consent obtained where necessary, particularly for receiving marketing communications unrelated to your job application or account management; and/or Based on our legitimate interests (where applicable) to maintain and develop relationships with registered candidates, delivering job opportunities, services, and dynamic updates relevant to your professional interests. You may withdraw your authorization consent or opt out of receiving marketing communications at any time via the unsubscribe option provided in each communication or through your account settings.
"Community" To build and maintain our professional community by sending you newsletters, invitations to recruitment or social events, industry insights, and general content or articles related to the working environment, aimed at enhancing your employability and supporting your career development.	Identity and contact details: Name, email address, and mobile phone number. Professional information: Job title, career interests, and professional background.	Obtaining your authorization and consent. You may choose to withdraw your authorization consent or unsubscribe at any time. You can freely unsubscribe via the "unsubscribe" link provided at the bottom of each community email, or withdraw consent through your account settings in myRandstad. Please note that unsubscribing from such community communications does not affect Randstad contacting you regarding services you have

		requested (such as necessary business communications like specific job recommendations, account notifications, etc.).
Events	Identity and contact details: Name, contact information (including home address, home telephone number, and mobile phone number), nationality and country of residence, date of birth, (under special circumstances) gender, digital signature, and language used. Photos and video materials: Captured during participation in recruitment-related events, meetings, seminars, and other occasions.	Obtaining your authorization and consent. We will explicitly inform you and obtain your consent during event registration, on-site check-in, or via event notices. Photos or videos may be taken during the event, which may involve the processing of your image and personal information. You may contact us at any time to object to being photographed/recorded or to request the deletion of relevant media.
Surveys (including satisfaction surveys)	Identity information: Your name and other contact details (including email address, landline number, and mobile phone number), gender, digital signature, and language used. Professional information: Work-related information, including (but not limited to) job title, work location, and department. Survey results: We may process your responses. Information you choose to share with us: If voluntarily provided, we will process additional information.	Obtaining your authorization and consent, or as necessary to improve the services provided to you. You may freely choose whether to participate in surveys and fill out relevant information, and you may opt out of participating or withdraw your consent at any time.
Facilities, security, and emergency planning purposes	Identity and contact details: Name, contact information (including home address, home telephone number, and mobile phone number), nationality and country of residence, date of birth, (under special circumstances) gender, digital signature, and language used. Visitor information: For security purposes, when you enter our buildings, we may collect your name, contact information, license plate number, identity verification documents, and other related details. Where permitted by law, we may also request that you	Necessary to fulfill statutory obligations, maintain workplace public safety, and protect personal and property security, and/or based on obtaining your authorization and consent. When you enter our premises, we may collect the above information in accordance with the law or as required for security management purposes, and we will clearly inform you on-site via signages, registration forms, or other methods.

	disclose health information (including information related to viral infections, influenza, etc.) for health and safety reasons. ID/Access card information: Your employee ID and access card may contain your name, photo, employee ID number, and may be linked to other archived information (department, phone number, license plate number). CCTV footage: We may process image materials of you obtained through CCTV monitoring systems.	
Conducting corporate transactions (including mergers, acquisitions, and divestitures)	Identity information: Your name and other contact details (including email address, landline number, and mobile phone number), gender, digital signature, and language used. Professional information: Work-related information, including (but not limited to) job title, work location, and department.	Based on our major commercial arrangements and/or obtaining your authorization and consent. In such corporate transactions, we will strictly fulfill our notification obligations to you in accordance with legal provisions, and rigorously protect the security of your personal information through safety measures such as signing confidentiality agreements and de-identification processing.

Such data may originate directly or indirectly from you. Where data is collected indirectly, we will inform you of the purpose of use and the source of the data when we communicate with you regarding service matters (for example, when sending you job opportunity notifications), or in any case, within one month from the date of indirectly obtaining your data. In exceptional circumstances where direct notification in a timely manner is not feasible, we will fulfill our notification obligation through alternative solutions, such as official announcements, while continuously safeguarding the security of your personal information.

Unless otherwise specified for particular processing activities, Randstad may collect your data through the following channels:

- **Forms you complete:** Required and optional data are clearly marked. Please note that refusing to provide required data may prevent you from participating in the selection process.
- **Interviews and direct communications:** Personal information collected during video calls, audio recordings, phone calls, and face-to-face interviews, as well as information sent via email.
- **Public social media profiles:** We may collect information from your public profile to contact you as a potential candidate for current or future positions, and to assess your suitability for available roles.
- **Randstad clients:** Clients may provide us with your personal information to enable your participation in their selection process.
- **Third parties (referees):** Individuals providing employment references or information regarding your work performance and professional capabilities.

Retention Period for Personal Information

We will retain your personal information only for the minimum period necessary to fulfill the purposes described in this Notice, unless a longer retention period is required or permitted by law. In the event of an actual or potential dispute (for example, where necessary to establish, exercise, or defend legal claims), we may extend the retention period of your personal information until the dispute is resolved. Furthermore, to comply with statutory obligations or regulatory requirements (such as satisfying tax audits or compliance verifications), we will continue to retain your relevant personal information within the timeframe prescribed by law.

Temporary Staff(e.g., Dispatched Employees, Outsourced Staff, etc.)

For Temp employees, we will collect and process your personal information during the recruitment and selection, onboarding, and active employment management stages based on legal and business necessity, including identity details, background checks, financial and payroll information, attendance and leave records, and IT security logs. These terms also apply to applicants for internal positions at Randstad.

Personal Information We Collect and Purposes of Collection

When you work at our client as a Temp employee, we may process the following personal information about you for the following purposes:

Purposes of Processing	Categories of Personal Information	Legal Basis for Processing
General human resources management and administrative purposes (including workforce management)	Identity information: (including home address, home telephone number, and mobile phone number), nationality and country of residence, date of birth, (under special circumstances) gender, digital signature, and language used. Professional information: Personal information related to your work, including (but not limited to) your job title, job description and location, department, work email address, reporting level, and employment status (full-time/part-time/etc.). Performance-related information: Including (but not limited to) your performance evaluation information. Family and dependent information: Information related to your family and dependents, including (but not limited to) family composition details (names, gender, age), any "special needs" or educational requirements of children or dependents, special	This processing is essential for the performance of the temporary employment contract; and/or Processing is necessary for compliance with employment and social security legal obligations. Regarding personal information of employee family members and emergency contacts, you must ensure that you have obtained authorization and consent from the relevant individuals prior to providing it to us; for information involving minors under the age of 14, separate consent from their parents or guardians must be obtained.

	needs of elderly parents, and emergency contact details.	
Compensation, payroll, and expense reimbursement (including client reporting and billing)	Professional information: Personal information related to work, including (but not limited to) job title, job description and location, department, work email address, reporting level, and employment status (full-time/part-time, etc.). Financial information: Financial information including (but not limited to) your bank account number, bank details, and VAT number. Compensation information: Payroll information including (but not limited to) regular payments, benefits, and bonuses. Performance-related information: Including (but not limited to) information related to your performance evaluations.	Processing this information is necessary for the performance of the temporary employment contract; and/or Processing this information is necessary for compliance with employment and social security/tax legal obligations.
Insurance, pension, and other benefits	Financial information: Financial information including (but not limited to) your bank account number, bank details, and VAT number. Compensation information: Payroll information including (but not limited to) regular payments, benefits, and bonuses.	Processing is necessary for the performance of the temporary employment contract; and/or Processing is necessary for compliance with employment and social security legal obligations.
Performance management, career development, and training	Professional information: Personal information related to work, including (but not limited to) job title, job description and location, department, work email address, reporting level, and employment status (full-time/part-time, etc.). Performance-related information: Including (but not limited to) information related to your performance evaluations.	Processing is necessary for the performance of the temporary employment contract; and/or Necessary for implementing employee development and training management.

Fleet management	Identity information: (including home address, home telephone number, and mobile phone number), nationality and country of residence, date of birth, (under special circumstances) gender, digital signature, and language used. Professional information: Personal information related to your work, including (but not limited to) job title, job description and location, department, work email address, reporting level, and employment status (full-time/part-time, etc.). Vehicle information: Information regarding your personal or company vehicle, including (but not limited to) license plate number, parking tickets, and traffic fines.	Processing this data is necessary for the performance of the temporary employment contract; and/or Necessary for protecting company assets, managing traffic safety, and fulfilling obligations under relevant laws and regulations.
Disciplinary and grievance management, investigations, complaint handling (including complaint management), and processing reports through the Randstad misconduct reporting procedure.	Identity information: (including home address, home telephone number, and mobile phone number), nationality and country of residence, date of birth, (under special circumstances) gender, digital signature, and language used. Disciplinary information: Information related to disciplinary measures taken against you (if any). Grievance information: To assist in handling grievances and (suspected) misconduct reports within Randstad Group companies, we have established dedicated channels for stakeholders to raise concerns. Reports can be submitted through local reporting mechanisms established by local Randstad Group companies, or through the Group Integrity Line for serious misconduct (including whistleblowing). Whenever we receive a grievance report or a report of (alleged) misconduct, we may process personal information related to the complainant, other individuals mentioned in the complaint, and the subject of the complaint and/or investigation.	Such processing is necessary for performing the employment/labor contract and conducting compliance management in accordance with legally established rules and regulations; and/or Necessary for fulfilling statutory obligations, safeguarding company assets, and legally handling legal claims/disputes.

Dispute management and litigation	Legal/Dispute data: Personal information required to be disclosed to law enforcement agencies for investigation compliance; personal information necessary for Randstad to defend its legal rights and interests in disputes or proceedings before courts (or other dispute resolution bodies).	Such processing is necessary to comply with statutory obligations (such as cooperating with investigations by law enforcement agencies or judicial authorities), and to defend the company's legal rights and interests according to law, protect company assets, and manage legal claims/litigation disputes.
Health and safety management	Special category data, such as: Health-related information: -Health-related information required by law, including (but not limited to) work injury and occupational exposure records, accident reports, disability status, sick leave absence, and maternity leave details. When processing such special category data, we will follow this Notice and applicable legal requirements to implement information protection, security controls, and regulated use.	Such processing is necessary to perform the employment/labor contract in accordance with legally established rules and regulations; and/or necessary to comply with obligations under employment, work injury, and social security laws and regulations; or necessary in emergencies to protect the life, health, and property safety of employees and relevant personnel. For such sensitive personal information, we will apply strict protection and security controls in compliance with applicable law, and obtain your separate consent where required by law.
Managing leave, time off, and other absences	Professional information: Personal information related to your work, including (but not limited to) job title, job description and work location, department, work email address, reporting level, and employment status (full-time/part-time, etc.).	Such processing is necessary to perform the employment/labor contract in accordance with legally established rules and regulations; and/or Necessary for compliance with labor and social security-related laws and regulations.
Compliance with labor laws, tax laws, social security laws, and other statutory requirements (such as equal opportunity and workplace diversity requirements)	Identity information: Your name and other contact details (including email address, landline, and mobile phone number), gender, digital signature, and language used. Professional information: Work-related information, including (but not limited to) job title, work location, and department. Government-issued identifiers: We collect government-issued ID information as required by laws and regulations, including but not limited	Processing personal data is necessary to comply with employment regulations and fulfill legal obligations prescribed by labor laws, tax laws, social security laws, and other legal requirements.

	to national ID number, passport number, Residence Permit/Mainland Travel Permit number for Hong Kong, Macao, and Taiwan residents. Additionally, to fulfill social insurance and tax payment obligations, we collect your social security card number, personal tax identification number, and other relevant document information required by law or regulatory authorities. Sensitive personal information: -Medical health and biometric information: Including pre-employment medical check-up results, sick leave and maternity certificates, as well as biometric information (such as facial recognition or fingerprints, if applicable) required for workplace security or attendance management. -Identity and background check information: Including national ID number, passport number, and criminal record data required for background checks within the extent permitted by law. -Financial and property information: Including your bank account number, salary breakdown, personal tax identification number, and tax payment records, used for payroll disbursement and individual income tax withholding.	
IT support	Professional information: Work-related information, including (but not limited to) job title, work location, and department. Information you choose to share with us: Including (but not limited to) information provided when using IT support or calling the service helpline, as well as personal information that may be transmitted when communicating with us via webcam.	Such processing is necessary to perform the employment/labor contract in accordance with legally established rules and regulations; and/or Necessary to safeguard company assets, ensure information system and network security, and fulfill security management obligations stipulated by laws and regulations.

Facilities management, security, and emergency planning purposes	ID/Access card information: Employee ID cards and access cards may contain your name, photo, employee ID number, and may be linked to other archived information (department, phone number, license plate number). Visitor information: For security purposes, when you enter our premises, we may collect your name, contact information, license plate number, identity verification documents, and other related details. Where permitted by law, we may also request that you disclose health information (including information related to viral infections, influenza, etc.) to safeguard health and safety. CCTV footage: We may process image materials of you obtained through CCTV monitoring systems.	Such processing is necessary to perform the employment/labor contract in accordance with legally established rules and regulations; And/or necessary for maintaining workplace public safety and safeguarding personal and property security (fulfilling statutory obligations); And, where necessary (such as for public health or health registration purposes), based on obtaining your authorization and consent according to law.
Network and device usage optimization and related security controls (including company network access and identity authentication)	Information regarding your use of Randstad devices, software, and access to the Randstad network: Including (but not limited to) your browsing history, email usage, internet, and social media usage conducted at the workplace, using company devices, or via the company network.	Such processing is necessary to perform the employment/labor contract in accordance with legally established rules and regulations; And/or necessary to safeguard company assets and information system security, and fulfill statutory cybersecurity obligations.
Preventing, detecting, and investigating fraud and other criminal activities, and complying with sanction regimes (including identifying politically exposed persons, specially designated nationals, and screening against sanction lists)	Identity information: Your name and other contact details (including email address, landline, and mobile phone number), gender, digital signature, and language used. Professional information: Work-related information, including (but not limited to) your job title, work location, and department. Trade sanction information related to you: We may verify whether you are a politically exposed person, a specially designated national, or subject to sanctions under applicable laws and regulations.	Such processing is necessary to fulfill obligations stipulated by laws, regulations, and regulatory requirements; and/or Necessary to legally protect the security of company assets, defend our legitimate rights and interests, and handle legal claims/disputes.
Emergency and disaster management	Identity information: Your name and other contact details (including	Such processing is necessary in emergency situations to protect the

	email address, landline number, and mobile phone number), gender, digital signature, and language used. Family and dependent information: Information related to your family and dependents, including (but not limited to) family composition details (names, gender, age), any "special needs" or educational requirements of children or dependents, special needs of elderly parents, and emergency contact details.	life, health, and property safety of you and relevant personnel; And/or based on the authorization and consent of you and relevant family members (for information involving minors under the age of 14, separate consent from their parents or guardians will be obtained).
Relocation, mobility, and travel management	Professional information: Work-related information, including (but not limited to) your job title, work location, and department. Travel and expense data: Travel accommodation information and expenses, including (but not limited to) itineraries, hotel details, and travel reward card information.	Such processing is necessary to perform the employment/labor contract in accordance with legally established rules and regulations; And/or necessary to arrange travel and relocation services, conduct travel expense accounting, and ensure business compliance operations (performing contracts and fulfilling statutory obligations).
Monitoring and enforcing compliance with Randstad policies and procedures	Identity information: Your name and other contact details (including email address, landline number, and mobile phone number), gender, digital signature, and language used. Professional information: Work-related information, including (but not limited to) job title, work location, and department. Information regarding your use of Randstad devices, software, and access to the Randstad network: Including (but not limited to) your browsing history, email usage, internet, and social media usage, whether conducted at the workplace, using our devices, or via our network.	Such processing is necessary to perform the employment/labor contract and conduct compliance management in accordance with legally established rules and regulations; And/or necessary to safeguard company assets, ensure information system security, and fulfill obligations under cybersecurity laws and regulations.
Monitoring and enforcing legal obligations applicable to us (including requirements specified in your contract)	Identity information: Your name and other contact details (including email address, landline phone number, and mobile phone number), gender, digital signature, and language used.	Such processing is necessary to fulfill obligations stipulated by laws, regulations, and regulatory requirements; And/or necessary to perform the employment/labor contract in

	Professional information: Work-related information, including (but not limited to) job title, work location, and department.	accordance with legally established rules and regulations, legally protect company assets, and defend our legitimate rights and interests (including managing legal claims/disputes).
Recruitment and staffing	Professional information: Work-related information, including (but not limited to) job title, work location, and department. Resume and other recruitment information: Resumes, work history, skills information, experience, educational background, and other relevant details (such as photos, interview notes, and personal information contained in cover letters or application processes). Financial data: Financial information including (but not limited to) your bank account number, bank details, and VAT number. Information you choose to share with us: If you voluntarily provide it, we may process other supplementary information.	(a) Necessary to conclude and perform a labor contract with you; (b) Based on obtaining your authorization and consent.
Employee surveys and statistical purposes	Identity information: Your name and other contact details (including email address, landline number, and mobile phone number), gender, digital signature, and language proficiency. Professional information: Work-related information, including (but not limited to) job title, work location, and department. Survey results: We may process the content of your responses generated during questionnaire surveys. Information you choose to share with us: If you voluntarily provide it, we will process additional information.	Based on obtaining your authorization and consent. (Participation in surveys and provision of relevant information is entirely voluntary. You may decline to participate or withdraw your consent at any time; your decision to participate or not will have no adverse impact on your employment relationship or labor rights.)

Business development and Temp engagement (including sending work-related communications, available assignment updates, service information, and marketing communications that may interest you)	Identity information: Your name and contact details (including email address and phone number), gender, digital signature, and language proficiency. Professional information: Information related to your professional background, including (but not limited to) job title, work location, skills, and assignment-related experience.	Based on authorization and consent obtained where necessary, particularly for receiving marketing communications unrelated to your temporary assignment or account management; and/or Based on our legitimate interests (where applicable) to maintain and develop relationships with registered Temp employees, and to inform you of opportunities, services, and updates relevant to your professional interests. You may withdraw your authorization and consent or opt out of receiving marketing communications at any time through the unsubscribe option provided in every communication or via your account settings.
Events	Identity information: Your name and other contact details (including email address, landline, and mobile phone number), gender, digital signature, and language used. Professional information: Work-related information, including (but not limited to) job title, work location, and department. Photo and video materials: When you attend our events, meetings, seminars, etc., we may process photos or video recordings of you.	Based on obtaining your authorization and consent. When you register for an event, check in on-site, or receive event prompts, we will explicitly inform you and obtain your consent. Photos or video recordings taken during the event may contain your image and personal information. You may contact us at any time to object to being photographed or recorded, decline the use of relevant images, or request their deletion.
Managing employee professional association memberships	Professional information: Work-related information, including (but not limited to) your job title, work location, and department. Trade union membership status: Personal information revealing your trade union membership status.	Based on obtaining your separate consent; And/or necessary to comply with trade union and labor protection obligations stipulated by laws and regulations. (We will implement strict security protection measures when processing such sensitive personal information, and you may independently decide whether to

		provide it or withdraw your authorization.)
Conducting internal and external audits	Identity information: Your name and other contact details (including email address, landline number, and mobile phone number), gender, digital signature, and language used. Professional information: Work-related information, including (but not limited to) your job title, work location, and department.	Such processing is necessary to comply with statutory obligations stipulated by laws and regulations; And/or necessary to perform the employment/labor contract and conduct internal corporate compliance audits in accordance with legally established rules and regulations.
Conducting corporate transactions (including mergers, acquisitions, and divestitures)	Identity information: Your name and other contact details (including email address, landline phone number, and mobile phone number), gender, digital signature, and language used. Professional information: Work-related information, including (but not limited to) your job title, work location, and department.	Such processing is necessary for conducting major corporate transactions (including mergers, acquisitions, divestitures, and reorganizations) and commercial arrangements. During this process, we will strictly limit the scope of information provided (such as implementing de-identification/anonymization); if the transfer of personal information is involved, we will fulfill our notification obligations to you in accordance with the law, or obtain your authorization and consent when required by applicable laws and regulations.

Retention Period of Personal Information

We will retain your personal information for the minimum period necessary to fulfill the purposes set forth in this Policy, unless a longer retention period is required or permitted by law. In the event of actual or potential disputes (e.g., where necessary to establish, exercise, or defend relevant legal claims), we may extend the retention period of your personal information until the dispute is resolved. Furthermore, if required to comply with statutory obligations or regulatory requirements (e.g., to satisfy tax audits or compliance reviews), we will continue to retain your relevant personal information for the period specified by applicable laws.

Business Relationships

In the course of providing services, if you are employed by an entity that conducts (or intends to conduct) business with us, we will process your personal information (for example: to provide service quotes to your company and to maintain business relationships).

Personal Information We Collect and Purposes of Collection

We may process the following personal information about you for the following purposes:

Purposes of Processing	Categories of Personal Information	Legal Basis for Processing
Managing the contractual relationship between Randstad and its clients and suppliers	Identity information: Your name and other contact details (including email address, landline number, and mobile phone number), gender, digital signature, and language used. Professional information: Work-related information, including (but not limited to) job title, work location, and department.	Necessary to perform the contract between Randstad and clients or suppliers.
Business development (including sending direct marketing materials and service offers)	Identity information: Your name and other contact details (including email address, landline number, and mobile phone number), gender, digital signature, and language used. Professional information: Work-related information, including (but not limited to) job title, work location, and department.	Depending on the specific circumstances, such processing may be based on your authorization and consent, or based on our legitimate interests in maintaining good relationships with existing/prospective clients and suppliers; If you no longer wish to receive these communications from Randstad, you may opt out at any time.
Prevention, detection, and investigation of fraud	Identity Information: Your name and other contact details (including email address, landline number, and mobile phone number), gender, digital signature, and language used. Professional Information: Information related to your employment, including but not limited to job title, work location, and department. Trade Sanctions Information Concerning You: We may verify whether you are a Politically Exposed Person (PEP), a Specially Designated National (SDN), or subject to sanctions under applicable laws and regulations.	Such processing is necessary for compliance with statutory obligations under legal, regulatory, and supervisory requirements; and/or necessary for preventing fraud risks in accordance with lawfully established rules and regulations, protecting company assets under the law, safeguarding our legitimate rights and interests, and handling legal claims and disputes.
Facilities management, security, and emergency planning purposes	Visitor information: For security purposes, when you enter our premises, we may collect your name, contact information, license plate number, identity verification documents, and other related details. Where permitted by law, we may also request that you disclose health information (including information related	Such processing is necessary for maintaining workplace public safety and safeguarding personal and property security (fulfilling statutory obligations); And/or necessary in emergency situations to protect the life, health,

	to viral infections, influenza, etc.) for health and safety reasons. CCTV footage: We may process image materials of you obtained through CCTV monitoring systems.	and property safety of you and relevant personnel; Where sensitive personal information such as health registration is involved, we will obtain your authorization and consent in accordance with the law.
Health and safety management	Visitor information: For security reasons, when you enter our premises, we may collect your name, contact information, license plate number, identity verification documents, and other related details. Where permitted by law, for health and safety reasons, we may also request that you disclose health information (including information related to viral infections, influenza, etc.).	Such processing is necessary to fulfill legal and regulatory obligations related to labor protection, occupational health, and public health; Or necessary in public health emergencies/emergency situations to protect the life, health, and property safety of employees and relevant personnel; For health-related sensitive personal information collected in accordance with the law, we will implement strict controls following legal requirements and obtain your separate consent where necessary.
Conducting corporate transactions (including mergers, acquisitions, and divestitures)	Identity information: Your name and other contact details (including email address, landline number, and mobile phone number), gender, digital signature, and language used. Professional information: Work-related information, including (but not limited to) job title, work location, and department.	Such processing is necessary for conducting major corporate transactions (including mergers, acquisitions, divestitures, and reorganizations) and commercial arrangements. During this process, we will strictly limit the scope of information provided (such as implementing de-identification/anonymization); If the transfer of personal information is involved, we will fulfill our notification obligations to you in accordance with applicable laws, or obtain your authorization and consent when required by law.
Events	Identity information: Your name and other contact details (including email address, landline number, and mobile phone number), gender, digital signature, and language used.	Based on obtaining your authorization and consent. When you register for an event, check in on-site, or receive event prompts, we will explicitly inform you and obtain your consent. Photos or

	Professional information: Work-related information, including (but not limited to) your job title, work location, and department. Photo and video materials: When you attend our events, meetings, seminars, etc., we may process photos or video recordings of you.	video recordings taken during the event may contain your image and personal information. You may contact us at any time to object to being photographed or recorded, decline the use of relevant images, or request their deletion.
IT Support	Professional information: Work-related information, including (but not limited to) your job title, location, and department. Information you choose to share with us: Including (but not limited to) information shared when using IT support or calling the help desk, as well as information about you that may be conveyed when communicating with us via webcam.	Such processing is necessary to perform the employment/labor contract in accordance with legally established rules and regulations; and/or Necessary to safeguard company assets, ensure information system and network security, and fulfill security management obligations stipulated by laws and regulations.
Surveys (including satisfaction surveys)	Identity information: Your name and other contact details (including email address, landline number, and mobile phone number), gender, digital signature, and language used. Professional information: Work-related information, including (but not limited to) job title, work location, and department. Survey results: We may process your responses. Information you choose to share with us: If you voluntarily provide it, we may process additional information.	Based on obtaining your authorization and consent. (Participation in surveys and provision of relevant information is entirely voluntary. You may decline to participate or withdraw your consent at any time; your decision to participate or not will have no adverse impact on the business services or cooperative relationships you enjoy.)
Dispute management, litigation, and handling any reports through the Randstad misconduct reporting procedure	Legal/dispute data: Personal information we are required to disclose to law enforcement agencies for investigation purposes; personal information necessary for Randstad to defend its rights and interests in disputes or court (or other dispute resolution bodies) proceedings.	Such processing is necessary to fulfill obligations stipulated by laws, regulations, and regulatory requirements (including cooperating with law enforcement or judicial authorities in investigations); And/or necessary to legally defend the company's legitimate rights and interests, safeguard company assets,

		and handle legal claims/litigation disputes; As well as necessary to handle misconduct reports and conduct internal compliance investigations in accordance with legally established rules and regulations (such as compliance whistleblowing management systems).
Compliance with legal or regulatory requirements	Identity information: Your name and other contact details (including email address, landline number, and mobile phone number), gender, digital signature, and language used. Professional information: Information related to your duties and business dealings, including (but not limited to) your company name, job title/designation, office location, department, area of expertise, and work email address. This may include, but is not limited to, any further information formally required by government or regulatory authorities. Sensitive personal information: To fulfill legal obligations or as permitted by law, Randstad may process the following sensitive information strictly to the extent necessary: -Identity verification information: Including national identity document numbers. -Financial account information: Bank account details where business expense settlements or commission payouts are involved. -Compliance background information: Verifications on whether you are a politically exposed person or on a sanction list pursuant to applicable laws and compliance guidelines, as well as criminal record checks within the scope permitted by law.	Such processing is necessary to fulfill statutory obligations prescribed by laws, administrative regulations, and regulatory requirements; For the sensitive personal information involved (such as ID document numbers, financial account details, compliance background checks, etc.), we will implement the strictest security protection measures in accordance with legal requirements and obtain your separate consent where required by applicable laws.
To monitor and enforce compliance with Randstad policies and procedures	Identity information: Your name and other contact details (including email address, landline phone number, and	Such processing is necessary to perform the employment/labor contract and carry out internal

	mobile phone number), gender, digital signature, and language used. Professional information: Work-related information, including (but not limited to) job title, work location, and department.	corporate compliance management in accordance with legally established rules and regulations.
Conducting internal and external audits	Identity information: Your name and other contact details (including email address, landline phone number, and mobile phone number), gender, digital signature, and language used. Professional information: Work-related information, including (but not limited to) your job title, work location, and department.	Such processing is necessary to comply with statutory obligations prescribed by laws, regulations, and regulatory requirements; And/or necessary to perform the employment/labor contract and conduct internal corporate compliance audits in accordance with legally established rules and regulations.

Retention Period of Personal Information

We will retain your personal information for the minimum period necessary to fulfill the purposes set forth in this Policy, unless a longer retention period is required or permitted by law. In the event of actual or potential disputes (e.g., where necessary to establish, exercise, or defend relevant legal claims), we may extend the retention period of your personal information until the dispute is resolved. Furthermore, if required to comply with statutory obligations or regulatory requirements (e.g., to satisfy tax audits or compliance reviews), we will continue to retain your relevant personal information for the period specified by applicable laws.

HR Technologies

We utilize innovative HR technologies for talent matching and service delivery.

Our ultimate goal is to empower individuals and organizations to reach their true potential. We firmly believe that combining a passion for talent with the power of modern HR technology is the best way to achieve this goal. By HR technology, we mean technologies that help us digitize and streamline recruitment-related processes.

For example, we use chatbots to enhance your candidate experience. This technology provides tailored Q&A services to candidates based on job requirements, offering a convenient way to:

- Provide us with key information that may not be fully reflected in your application form, profile, or resume.
- Instantly learn whether your skills meet the core job requirements—if not, you can easily explore other positions or identify skill gaps.
- Answer flexibly anytime, anywhere.

Furthermore, we may use artificial intelligence technologies (such as generative AI or resume parsing tools) to intelligently extract and structurally analyze the resume and professional information you submit, assisting our consultants in evaluating your job compatibility more efficiently.

As part of the broader recruitment process, HR technologies enable us to connect candidates with our consultants more quickly. This, in turn, allows our consultants to better support candidates in exploring career opportunities and present

suitable candidates to clients faster. HR technologies also empower our consultants to search for talent based not only on the positions candidates qualify for, but also on the roles they are interested in.

Improving Client Experience

HR technologies empower us to screen a broader and more diverse pool of candidates, enabling us to pinpoint the right talent with the most fitting skills for our clients. By leveraging these technologies, our consultants can focus on areas where tech cannot replace human touch: tasks that require creativity and emotional judgment.

Tracking Pixels or Web Beacons

Our emails may contain "web beacons" or "tracking pixels" tailored for various marketing activities. These tools enable us to understand the actual reach of our emails, whether an email has been opened, and to verify whether users have clicked links or forms within the email (such as downloading relevant reports), thereby helping us evaluate and optimize the effectiveness of our marketing campaigns.

Recipients do not need to download or install any additional plug-ins or attachments to read or interact with our emails. Such tracking is based on your prior authorization, which is obtained together with consent for email marketing purposes. Every marketing email includes a clear unsubscribe button, allowing you to freely withdraw your consent at any time. Upon withdrawal, we will stop sending you future marketing emails, and the associated tracking will cease accordingly. If you do not wish for pixels to be loaded onto your device, you can also prevent pixel triggering by setting your email client to "disable automatic image downloads"; furthermore, relevant pixels will be deleted when you delete the email.

Responsible Use of HR Technology

Randstad is committed to using innovative HR technologies in an ethical and responsible manner (you can view our AI Principles [here](#)). Randstad will never replace humans or human interaction with technology in any aspect of our business; instead, we use technology to make interactions with clients and candidates more personalized, relevant, and meaningful.

When major decisions are involved, we always ensure human intervention. If, under exceptional circumstances, a decision needs to be made through a fully automated process (i.e., without human intervention), we will only do so where permitted by law and with prior notice to you.

To ensure fair treatment for all candidates, we take measures to avoid bias when using HR technology, including:

- Regularly testing the results generated by these technologies to identify potential unfair bias.
- Frequently seeking expert advice to continuously improve our methods for identifying and eliminating bias.
- Ensuring our consultant teams and search-matching algorithms are rigorously trained and always work in synergy.

With Whom We Share Your Personal Information

We may share your personal information with the following parties:

Randstad Group Entities:

- **Shared with other entities within the Randstad Group.** As a member of a multinational corporate group, we sometimes share personal information with other Randstad Group companies for the purposes of efficiently

managing our business, complying with legal and regulatory requirements, and delivering services to you (including matching services) and our clients. Click [here](#) to view an overview of our entities.

Our "[Partner for Talent](#)" strategy is dedicated to building long-term relationships with clients and talent, understanding their unique challenges, and delivering customized solutions to help them thrive in a dynamic global talent market. Leveraging data, technology, and deep industry expertise, we precisely match talent with opportunities.

Overseas Data Recipients	Country/City	Contact	Type of Personal Information	Personal data transfer and Purposes of personal information processing
Randstad Hong Kong Limited	Hong Kong	privacy@randstad.com.hk	Basic personal information, including full name, gender, ethnicity, nationality, residential address, personal phone number, email address, occupation, job title, employer, educational background, degree, education history, work history, and training records.	As a multinational corporate group, we may sometimes transfer and share your personal data with other Randstad Group companies to effectively manage our business and comply with legal and regulatory requirements. This means that, with your consent, your personal information may be transferred outside the People's Republic of China or accessed from these overseas regions.
Randstad Pte. Limited	Singapore	privacy@randstad.com.sg		
Randstad Pty Limited	Australia	privacy@randstad.com.au		
Randstad Solutions Limited	Ireland	privacyofficer@randstad.co.uk		
Randstad Deutschland GmbH & Co.KG	Germany	datenschutz@randstad.de		
Randstad B.V	Netherlands	privacyofficer@randstad.com		
Randstad India Private Limited	India	dpis.india@randstad.in		
Standard Corporate Translation				In order to effectively fulfill key contractual obligations between us and our clients or suppliers, we may need to transfer your personal information outside the People's Republic of China under specific circumstances. Prior to conducting such cross-border transfers, we strictly adhere to applicable data protection regulations to ensure that your explicit consent has been obtained, and we take all necessary measures to protect the security of your personal information.

External Service Delivery Partners:

- **Randstad Clients:** Shared to provide our scope of services, including recruitment and temporary staffing.
- Shared with third parties providing **HR-related services** to us (such as payroll service providers).
- **IT Service Providers:** Shared with third-party providers of IT-related services (e.g., external vendors supporting our IT infrastructure, or third-party cloud environments hosting key portions of our software and databases).
- **Marketing Service Providers:** Shared with third-party marketing service providers (e.g., storing your personal information in a third-party hosted cloud CRM, or sharing details with event organizers to send you event invitations).
- **Professional Service Providers:** Shared with professional advisors (e.g., our auditors, tax advisors, and legal counsel).
- **Financial & Insurance Institutions:** Shared with banks and insurance providers (e.g., providing employee details to partner banks to process payroll for temporary workers).
- **pension fund.**

Public and Regulatory Authorities:

- **Shared with public authorities** (for example, where Randstad is required under applicable law to disclose personal information to social security bodies and tax authorities).
- **Shared with law enforcement agencies, courts, and regulatory authorities** (for example, in a criminal investigation, police may require us to disclose personal information to them).

We may also disclose your personal information to third parties:

- In the event that we sell or buy any business or assets, in which case we may disclose your personal information to the prospective seller or buyer of such business or assets; or
- If all or substantially all of our assets are acquired by a third party, in which case personal information held by us about you may be among the transferred assets.

When we share your personal information in the manner described above, such personal information may be transferred both within and outside the European Economic Area (EEA).

Where cross-border transfers are involved, we will strictly comply with applicable laws to ensure that your personal information receives adequate protection and that appropriate security measures are implemented.

Your personal information may be transferred from countries within the EEA to countries outside the EEA (such as the United States). In such cases, we require compliance with the following safeguards:

- The laws of the receiving country ensure an adequate level of personal data protection. Click [here](#) to view the European Commission's list of countries (non-EEA) recognized as providing adequate personal data protection; or
- Such transfer is subject to standard data protection clauses approved by the European Commission. For more information on these clauses, please click [here](#);
- Other applicable safeguards pursuant to Article 46 of the EU General Data Protection Regulation (2016/679).

For personal information collected within Mainland China, we will fulfill statutory obligations—such as security assessments for outbound data transfers, filing of standard contracts, or personal information protection certification—in accordance with legal requirements, and inform you of the overseas recipient's specific name, contact details, processing purposes, and other required information.

If you would like to know more about the specific safeguards we implement to protect personal information during cross-border transfers, please contact us at Privacy@cn.randstad.com.

How We Protect Your Personal Information

We have implemented technical and organizational security measures to protect your personal information against accidental loss, misuse, alteration, destruction, disclosure, or unauthorized access. Access to your personal information is restricted solely to employees who have a legitimate business need to know. Employees who process your personal information are bound by Randstad's Information and IT Security Rules, data protection policies, and other applicable internal rules and regulations governing personal information processing.

While we have implemented protective measures, please be aware that absolute security cannot be 100% guaranteed. Accordingly, we have established procedures for handling data security incidents and strictly comply with legal requirements regarding the detection, management, and notification of personal information breaches.

Your Data Protection Rights

You have the following rights regarding your personal information:

Right	Specific meaning
1. Right to be Informed	You have the right to receive clear, transparent, and easily understandable information about how we use your personal information and your rights. This notice serves to provide you with that information.
2. Right of Access	You have the right to access the personal information we hold about you. This allows you to know what personal data we hold and verify whether we are processing it in accordance with applicable data protection laws and regulations.
3. Right to Rectification	You have the right to request the correction of your personal information if it is inaccurate or incomplete.
4. Right to Erasure	Also known as the "right to be forgotten," this right allows you to request the deletion or removal of your personal information where there is no compelling reason for us to keep using it. This is not an absolute right to erasure, as exceptions apply.
5. Right to Restrict Processing	Under certain circumstances, you have the right to "block" or suppress further use of your personal information. When processing is restricted, we may still store your personal information, but we cannot use it further. We maintain a list of individuals who have requested to block further use of their personal information to ensure the restriction is respected in the future.
6. Right to Data Portability	You have the right, under certain circumstances, to obtain and reuse your personal information in a structured, commonly used, and machine-readable format. Additionally, where technical conditions permit, you have the right to request that such personal information be transmitted directly to a third party.
7. Right to Object	You have the right to object to certain types of processing under specific circumstances, including: processing based on our legitimate interests or public interests; processing for direct marketing purposes (including profiling); and, under certain conditions, processing for scientific or historical research and statistical purposes.
8. Right to Withdraw Consent	Where our processing of your personal information is based on your explicit consent, you have the right to withdraw that consent at any time. This includes the right to withdraw consent for the use of your personal information in 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) that produces legal effects concerning you or similarly significantly affects you. Automated decision-making

occurs when electronic systems use personal information to make decisions without substantial human intervention.

Certain exceptions apply to this right. For instance, we may carry out automated decision-making when necessary for entering into or performing a contract with you (pre-contractual or contractual necessity), or with your explicit consent (where you have freely consented to such automated processing), provided that appropriate safeguards are implemented, including:

- The right to obtain human intervention;
- The ability to express your point of view; and
- The right to contest the decision or request a review.

If the automated processing is necessary for entering into or performing a contract, your objection may result in our inability to conclude or continue performing the contract.

If automated processing is based on a legal ground other than contractual necessity (such as consent), you have the right to object or withdraw your consent at any time, and we will review your request in accordance with data protection requirements.

For more information, please refer to the "HR Technology" section.

You can exercise your rights by contacting: Privacy@cn.randstad.com.

We will handle your request with utmost care to ensure that your rights are effectively exercised. To ensure that personal information is disclosed only to you, we may require you to provide proof of identity.

Please note that in certain circumstances (for example, due to legal requirements), we may not be able to comply with your request immediately.

In any event, we will inform you of the actions taken within 15 working days of receiving your request.

You have the right to lodge a complaint with the data protection authority: the Cyberspace Administration of China (CAC) or other relevant industry regulatory authorities.

Changes to This Data Protection Notice

We may update this notice from time to time. You can check the date of the most recent modification at the end of this notice. We encourage you to review this notice regularly to stay informed of any changes.

Contact US

If you have any questions, privacy concerns, or wish to exercise your rights regarding this notice, or if you would like to learn more about the safeguards we have implemented to ensure adequate protection of personal information transferred outside of Europe, please contact us at: Privacy@cn.randstad.com

This notice was updated on: September 1, 2026