



McDonald's Privacy Statement for Applicants

1. Data controller

McDonald's Nederland B.V., located at (3521 AZ) Utrecht at Stadsplateau 31-32, and the Cooperative Association "McDonald's Marketing Cooperatie" B.A., located at (2132 WT) Hoofddorp at Siriusdreef 17, are responsible for this website.

If you submit an application to a McDonald's restaurant, the owner of that McDonald's restaurant is responsible for the further processing of the personal data you enter on this website and for the further handling of your application.

If you submit an application to become a (candidate-)franchisee of McDonald's, then McDonald's Nederland B.V. is controller.

All companies affiliated with McDonald's in the Netherlands, including McDonald's Nederland, and the Cooperative Association "McDonald's Marketing Cooperatie" B.A. and the McDonald's Franchisees (hereinafter collectively referred to as "**McDonald's**"), use the privacy statement below to safeguard the privacy of both internal and external applicants that apply via various recruitment platforms.

McDonald's follows the relevant laws and regulations when collecting and processing applicants' personal data. In processing applicants' personal data, we also use the services of processors Paradox, Inc and/or McDonald's Corporation. Which service provider McDonald's uses depends on the role you are applying for.

We are committed to protecting the privacy and security of the information we collect and use in connection with your application procedures.

2. Scope of this privacy statement

This privacy statement (this "**Statement**") is intended to inform applicants about how McDonald's collects and processes applicants' data and applies to all recruitment and selection procedures at or by McDonald's.

This privacy statement will be updated to reflect the most recent laws and regulations. Please check this website regularly to stay informed of any changes. This version was published on 28 October 2025

3. The information we collect and process and the legal basis for processing

As part of normal recruitment tasks, we may collect and process personal data based on (i) McDonald's legitimate interest in efficiently carrying out its recruitment and selection tasks, (ii) your consent, or (iii) if you are hired, to comply with our legal obligations.

McDonald's only collects data relevant to the recruitment and selection procedure. This may include: name, first names, address, postal code, city, country, contact details (telephone number and email), the applicant's date of birth or that of the parents, guardians, or carers of underage applicants, gender, cover letter, CV, account information and confirmation of acknowledgment of this Privacy Statement. Also relevant may be education, courses taken, internships, and the



applicant's employment history. If you submit a CV or cover letter, we process all other information included therein. For certain positions, a certificate of conduct may be requested and/or an integrity investigation may be conducted by an external third party. In that case McDonald's will only share the personal information that is necessary to conduct such an investigation.

If necessary for the position, applicants may be subject to a medical or psychological examination, or an assessment. In such cases, only the personal data necessary for the examination or assessment will be provided to the examining doctor, psychologist, or assessor.

McDonald's does not collect or process sensitive information about applicants, such as data relating to religion or belief, race, political opinion, sexual preference, or trade union membership. If, due to certain circumstances, sensitive information about an applicant is collected, for example as part of a preferential policy, McDonald's will request the applicant's prior written consent.

McDonald's uses necessary cookies to ensure the functionality of its website. If you have given consent to place non-functional cookies or similar technologies, McDonald's may collect the following data: your IP address, date and time of your access to our online services, name and URL of the requested file when you use our online services, operating system and browser type of your computer or mobile device, the type of mobile device and its settings, unique device identifier (UDID) or mobile equipment identifier (MEID) of your mobile device, the serial number of the device and components, advertising identifiers (such as IDFA and IFA) or similar identifiers, referring website (a website that led you to us) or application, and activities regarding how you use our online services, such as the pages you visit on our sites or in our mobile apps.

4. Purpose of processing

The data you share with Olivia (the name of AI chatbot used in the application process for role in one of the restaurants) or enter on the (digital) application form or website is processed by McDonald's solely to determine whether you are eligible for a position within McDonald's and/or the Franchisee restaurant the applicant applied to or if the applicant is suitable to become a McDonald's Franchisee. The data will, in principle, not be used or stored for other purposes.

If an applicant is hired, part of the provided data will be transferred to the personnel of franchisee administration system. From that moment the Privacy Statement of the recruiting organization applies.

- Applicants applying to a McDonald's Franchise restaurant can request the applicable statement from the Franchise organization.
- Applicants applying to McDonald's Nederland B.V. can find this privacy statement [here](#).
- Applicants applying for a role as McDonald's Franchisee will receive to relevant privacy statements prior to signing their Franchisee agreement.

To make a proper selection of applicants for the right vacancies, the recruitment and selection process at McDonald's includes comparing the applicant's data with the vacancy(or vacancies) and the associated qualifications, contacting applicants for further acquaintance and/or scheduling an interview, possibly and if relevant contacting provided referees and/or educational institutions, and informing applicants about other vacancies for which they may be eligible.

"Processing" of personal data means collecting, recording, organizing, storing, updating, modifying, retrieving, consulting, using, providing by transmission, dissemination or any other



form of making available, combining, linking, as well as shielding, erasing, or destroying data in the context of the recruitment and selection procedure.

The applicant's personal data is initially collected by providing information to Olivia (for restaurant vacancies), by completing the digital application form by the applicant (for Head Office vacancies) or by completing the digital application form by the applicant Franchisee (for candidate-franchisees). Thereafter, personal data may also be collected through personal and/or telephone contact with the applicant, referees, and/or educational institutions, or further written information provision.

Finally, McDonald's collects data via the website www.werkenbijmcdonalds.nl using functional, analytical, and tracking cookies and similar techniques after you have given consent. We use this data to tailor our HR-related campaigns to your preferences and to show you personalized HR-related advertisements.

Data of applicants obtained through the systems of the processors, Paradox, Inc. and/or McDonald's Corporation, may also be used in anonymous and non-traceable form for statistical purposes related to the recruitment of new employees, McDonald's recruitment policy, (optimizing) the application procedure, and the operation and optimization of this website.

5. How we provide and share your data

Personal data is only shared to those, including third parties, who are tasked with the or lead recruitment and selection activities within McDonald's or are necessarily involved. The personal data is received by the relevant McDonald's restaurant where the applicant has applied. McDonald's will not provide applicant data to third parties unless legally required.

Additionally, the data may also be shared for statistical purposes related to the recruitment of new employees, McDonald's recruitment policy, (optimizing) the application procedure, and the operation and optimization of the website, with other processors engaged by McDonald's, though that this data will only be used in anonymous and non-traceable form.

We may share your personal data obtained via cookies or similar technologies with suppliers who provide services to us, such as order fulfilment, data processing and other IT services, managing promotions, promotional actions, contests and sweepstakes, conducting research and analysis, and personalizing individual McDonald's guest experiences. We do not allow these suppliers to use or share this information for other purposes than to provide services on our behalf.

6. Transfer of Data

Your personal data may be processed by us or our partners in a country outside the European Union or the European Economic Area (EEA). In such cases, we and/or our partners are fully committed to securing the personal data and ensure that the transfer of data from the EEA complies with all applicable European and national legal privacy rules.

We only transfer your personal data to a country outside the EU/EEA or within the US if we have determined or verified that all recipients of data provide an adequate level of data protection, in particular by entering into appropriate data transfer agreements based on Model Contractual Clauses (such as the Commission Implementing Decision (EU) 2021/914) and other appropriate measures, which you can view upon request.



7. **Market visibility**

Applicants who have applied for a position at the McDonald's Head Office can indicate during their application that their personal data may be shared with other recruiters in other McDonald's markets.

- You can make your choice by selecting one of three options: If you choose "Any recruiter worldwide", your personal data will be accessible to recruiters of all entities within the McDonald's Group worldwide;
- If you choose "Any recruiter in my country/region of residence", your personal data – if applicable – will be accessible to recruiters of all entities within the McDonald's Group in the country/region of your residence;
- If you choose "Only recruiters managing vacancies I apply for", your personal data will only be accessible to the McDonald's recruiter(s) managing applications for the positions you have applied for.

You can change your preferences at any time. To read the privacy statements of other countries within the McDonald's Group, [click here](#).

8. **Retention**

McDonald's retains applicant data during the recruitment and selection procedure. After the procedure, McDonald's will retain the data for the period for which (i) the applicant has provided consent or (ii) the data serves McDonald's legitimate interests.

Restaurant vacancies: All data within the recruitment systems will, in principle, be deleted from the recruitment systems within 4 weeks after the last contact with Olivia or within 4 weeks after the application process has ended. The application process ends when the applicant is rejected or when the application procedure is successfully completed and the applicant joins McDonald's.

Head Office vacancies: All data within the recruitment systems will, in principle, be deleted from the recruitment systems within 4 weeks after the application process has ended. The application process ends when the applicant is rejected or when the application procedure is successfully completed and the applicant joins McDonald's

Candidate franchisees: All data provided as part of the application process for new franchisees will be deleted within 3 years after the termination of the selection process.

9. **Artificial Intelligence**

McDonald's uses integrated AI chatbots, called "Olivia" (for recruitment and selection of restaurant staff) and "Sam" (for recruitment and selection of staff at the McDonald's Nederland Head Office). Olivia and Sam should be seen as conversational AI, and all answers that Olivia and Sam can give are predetermined by McDonald's. Additionally, the recruiters can ask additional questions via the chatbots Olivia or Sam.

10. **Security**

We employ appropriate technical, physical, and organisational security measures designed to protect against unauthorised access to and disclosure, damage, or loss of personal data. It is not



possible to guarantee that the collection, transfer, and storage of data is completely secure. However, we take measures to ensure that appropriate security safeguards are in place to protect your data.

11. Choice, Access, Portability and Other Rights

The applicant has the right to access their personal data held by McDonald's. The applicant also has the right to request McDonald's to restrict, correct, supplement, or delete their data. In certain circumstances, you also have the right to data portability. This means that in certain cases you may ask McDonald's to make your data available in a structured, commonly used, and machine-readable format. McDonald's will comply with this request if it is relevant to the application procedure.

The applicant also has the right to lodge a complaint with the Dutch Data Protection Authority. This is the supervisory authority in the Netherlands responsible for monitoring compliance with the rules regarding the protection of personal data.

Restaurant vacancies: If you have applied for a vacancy in the restaurants, you can ask Olivia the question "Can I see my data?" via the website. Olivia will then refer you to a self-service portal where you can view, modify, or have your data deleted.

Head Office vacancies: If you have applied for a vacancy at the McDonald's Nederland Head Office, you can use the [McDonald's Privacy Rights Center](#).

Candidate-Franchisees: If you have applied to the selection procedure to become a McDonald's Franchisee, you can use the [McDonald's Privacy Rights Center](#)

12. Questions & Complaints

Send all your questions and comments about this privacy statement to: privacy@nl.mcd.com. Please note, this email address is only intended for questions about the privacy statement and the collection and processing of personal data on this website.

For questions and comments about data processing in the context of a specific application, please contact the owner of the McDonald's location where you applied.

For all other questions about the recruitment and selection process, we refer you to the website werkenbijmcdonalds.nl and the contact details provided there.

13. Changes to this statement

We may change or adapt this Statement from time to time in accordance with the evolving regulatory climate or the way we operate our business. Subject to all applicable legal requirements to provide additional notice and/or obtain consent, any changes to this Statement will be communicated to you via existing McDonald's communication channels and means.