

Oranjegroep Privacy statement

our privacy. When you provide information to us, we will handle it with care. This privacy statement describes (together with the documents referred to) which personal data we collect from you and how we process it. We recommend that you read this Privacy Statement carefully.

The Orange Group- who are we?

The Oranjegroep is a temporary employment agency in construction, technology and industry. Naturally, a temporary employment agency often comes into contact with personal data of both job seekers and employees (in whatever form) as well as that of its suppliers and clients.

This privacy statement applies to all personal data that De Oranjegroep processes of everyone who has ever had contact with De Oranjegroep, such as our visitors, customers and business contacts.

The Oranjegroep has both domestic and foreign operating companies that provide services related to labor and job placement. We describe our measures for protecting all this personal data in this privacy statement.

Our parent company is called Oranjegroep Holding BV, which has its head office at Van Vollenhovenstraat 10 in (3016 BH) Rotterdam.

The Orange Group– What are personal data?

Personal data is all data that can be traced back to you as an individual. Just think of your name, telephone number, address or email address. But data such as your IP address are also personal data.

The Orange Group– What do we use this personal data for?

Your personal data is processed in accordance with laws and regulations and for as long as necessary for the purposes for which this data was collected.

- granting access to our website
- using the functionalities on our website
- entering into and executing agreements via our website
- contacting you, if requested
- gaining insight into the use of our website
- improving and evaluating our website and services
- mapping our target group and associated interests, including to improve the internet offering for you more interesting by showing advertising that matches your interests via both our own websites and third-party websites
- sending (one of) our general and/or personalized newsletters if you for this are registered
- sending vacancy alerts;
- registration for events;
- job placement

- applications for permanent/indirect employees (at your own company without job placement)
- (potential) business relationship (client or supplier)
- processing applications, a separate privacy statement applies to submitting applications, which can be found with the registration/application form.

The Orange Group- Which personal data do we process?

Registration process via registration form (hard copy), website (future) or registration in broadcasting software.

- Job seekers
 - Name and address details (name, address, place of residence)
 - E-mail address, telephone number and any other contact details
 - Nationality, gender
 - Date of birth place of birth
 - Curriculum vitae (CV), work experience, education and training details
 - IP address
 - Cookie IDs
 - Any personal data that you enter as the content of a message, for example via the chat function, the contact form, social media, competition registration forms or feedback tools
- Clients
 - Name and address details (name, address, place of residence) of the company
 - Name and address details (name, address, place of residence) project locations
 - E-mail address, telephone number and any other contact details
 - Clientnumber
 - Financial data such as bank account number
 - Other information required for the execution of our collaboration, assignment and/or work.
- Suppliers
 - Name and address details (name, address, place of residence)
 - E-mail address, telephone number and any other contact details
 - Supplier number
 - Other information required for the performance of your employment, assignment and/or work.

How is the personal data collected?

The personal data of visitors is obtained in the following ways:

- Through the use of the website and the cookies placed on it;
- By providing personal data by the user himself.

The Orange Group – On what legal grounds do we process your personal data?

We process personal data on the basis of the following legal grounds:

- the processing is necessary for the execution of an agreement (including employment contract, assignment agreement, internship agreement) that is being entered into or has been entered into and to which you are a party;
- the data processing is necessary for us to comply with a legal obligation, for example, checking your ID when entering into an employment contract;
- the data processing is necessary in connection with a legitimate (business) interest that we have, namely:
 - legitimate business processes and activities, including generating management information and reports, conducting market analyses, data analyses, maintaining statistics, (internal and external) controls, audits and audits, business transactions (partnerships, purchase/sale) and promoting and maintaining of company safety;
- compliance with or investigation into (suspected) violations of agreed agreements, internal policies/instructions and/or laws and regulations;
- to inform you about matters that are relevant to the performance of your work, about our organization, activities and/or professional information (for example via e-mail, newsletters, company magazines and professional literature).
- the personal data are processed with your consent or your explicit consent, for example photos. You can withdraw given permission at any time, which means that from that moment on we will no longer process the personal data in question for the purpose for which permission was requested.
- the data processing is necessary for the implementation of obligations that we have as an employer in the field of labor law and social security law in the event of absenteeism and reintegration

The Orange Group – With whom is your personal data shared?

The Oranjegroep never sells your data to third parties. We do use the services of other parties that process data on our behalf. We conclude processing agreements with our processors (partners/suppliers) so that they also handle your personal data with care. After all, we remain responsible for protecting your data. We may provide your data to the following companies that process this data on our behalf:

- External IT service providers
- The parties that supply cookies

We do not store your data for longer than is strictly necessary for the purpose for which the data was obtained.

The Orange Group – How is your data secured?

We take the protection of the personal data of visitors to our website seriously and therefore take appropriate organizational and technical measures to prevent misuse, loss, unauthorized access, unwanted disclosure, unauthorized modification or otherwise unlawful processing.

Our employees who have access to your personal data are bound by a confidentiality clause and only have access to this personal data if necessary for the performance of their duties and/or supporting the website.

The Orange Group – What are your rights?

Under the General Data Protection Regulation (GDPR), you have the following rights:

- **Right to information**
You have the right to an understandable and transparent explanation of how we handle your personal data and what rights you can exercise in that regard. In this Privacy Statement we have therefore explained in detail what data we collect from you and how we handle your data.
- **Right of access**
You have the right to request access to the data we have processed about you at any time.
- **Right to correction**
You have the right to have your personal data corrected if it is incorrect or outdated and/or to have it supplemented if it is incomplete.
- **Right to object**
You have the right to object to the processing of your data if you do not agree with the way we process your personal data.
- **Right to data portability**
You have the right to receive data that you have provided to us in the context of the agreement(s) you have concluded with us in a machine-readable format, so that you can store this data in a database of yours or of a third party. other party.
- **Right to restriction**
You have the right to request restriction of the processing of your data. This means that we may keep your data but not use it. This right arises in a number of cases. If you believe that this is the case, you can contact us.
- **Right to be forgotten/request to delete account**
You have the right to request us to delete all data we have about you.
- **Right to file a complaint**
You have the right to file a complaint about the way we handle your data.

Depending on the extent to which the processing of your personal data is based on your consent, you also have the right to withdraw your consent at any time. However, withdrawing your consent will not affect the lawfulness of any processing based on your previous consent before we receive such withdrawal.

The Orange Group – What are cookies?

Cookies are small pieces of (text) information that are sent to your browser when you visit the website and are then stored on the hard drive or in the memory of your computer, tablet, mobile

phone or other device (hereinafter: “Device”) . The cookies placed via the website cannot damage your Device or the files stored on it. When we talk about 'cookies', we not only mean these small pieces of (text) information, but also similar techniques that collect information, such as device fingerprinting.

The Orange Group—Questions, comments or complaints?

If you have any questions about this Privacy Statement and the way in which we process your data, you can contact us using the details at the bottom of the document. If you have a complaint about the way we process your data, you can also contact us using the details at the bottom of the document. You can also always contact the competent national supervisory authority in the field of privacy protection. In the Netherlands this is the Dutch Data Protection Authority.

Do you have a question about the security of your personal data or would you like to make a request? Please contact us by email: ????@oranjegroep.nl or via telephone number 010-4123399.

If you have any complaints, you can directly contact our Data Protection Officer, also known as the Data Privacy Officer (DPO).

Name: ..

E-mail address: ???@oranjegroep.nl

Orange group

Attn: Data Protection Officer

Van Vollenhovenstraat 10

3016 BH Rotterdam

The Orange Group—Data security

Although we will do our utmost to protect your personal information, you should be aware that the transmission of information over the Internet is never completely secure and we cannot guarantee the security of your personal information sent to the Website or a third party. to guarantee; for this reason, any transfer is at your own risk. We will apply strict operational procedures and adequate technical and business organizational security measures to prevent unauthorized access, modification, deletion or transfer of personal data.

The Orange Group—More information

We may adjust this privacy statement. We therefore advise you to regularly read the Privacy Statement for any changes. The most current privacy statement can always be consulted via our websites.

This privacy and cookie statement was last modified on <date>.