

Privacy Statement GPS2Work BV

Introduction

We are GPS2WORK BV and active as a recruitment agency in various sectors. The party with whom you register or contact in the context of our services qualifies as the controller within the meaning of the General Data Protection Regulation (“GDPR”) for the processing of your personal data in that context. This privacy statement applies to the processing of personal data that we, GPS2WORK, process from you, as a user of our services or as a website visitor. In the following we will be referred to as “GPS2WORK BV” for convenience.

Who are we

GPS2WORK BV is located at Verlengde Polenweg 8, 4818 CL Breda. GPS2WORK BV is the controller within the meaning of the AVG and therefore has control over the processing of personal data and determines the purpose and means for the processing. GPS2WORK BV sometimes engages other companies to perform services for it. GPS2WORK BV remains responsible for the processing of your personal data in these situations. GPS2WORK BV makes contractual agreements with these companies about the handling of your personal data, so that your privacy is guaranteed.

Technical information

When you visit our website, the website automatically collects information about the (devices of) our visitors. This concerns, for example, information with which device the website is visited, the IP address of your device, the IP address of your Internet Service Provider, the operating system you use, the date and time of your visit, the internet address of the website from which you linked directly, the pages you visited and the information you viewed on the website, the geo location where you are located and the material you upload to and download from the website. We use this technical information to manage the website and to improve the quality and effectiveness of our website.

Cookies

GPS2WORK BV uses cookies and web statistics. This enables us to see how visitors use our website. This allows us to better adapt our website to the user preferences of our visitors. Cookies are small pieces of information that are stored on your computer. On a subsequent visit to our website, these small pieces of information are recognized, which makes your visit easier.

When do we collect your personal data?

We are permitted to store and process your data in the following cases:

- If you have given GPS2WORK BV permission to process your personal data for one or more specific purposes.
- If the processing is necessary for the performance of a contract to which you are a party, or to take steps at your request prior to entering into a contract;
- If processing is necessary to comply with a legal obligation that rests on GPS2WORK BV;
- If the processing is necessary to protect your or someone else's vital interests;
- If the processing is necessary for the performance of a task in the public interest or a task in the context of the exercise of public authority entrusted to GPS2WORK BV;
- If the processing is necessary for the protection of the legitimate interests of GPS2WORK BV or of a third party, except when your interests or the fundamental

rights and freedoms that require the protection of your personal data outweigh those interests.

Why do we collect your personal data

Your personal data is used to provide the HR services offered to you as well as possible, including temporary employment, secondment, mediation, payroll, salary administration, personnel management, personal development & employability and recruitment & selection. GPS2WORK BV uses your data for the following purposes:

- Matching supply and demand on the labor market.
- To inform you of interesting offers of products and services from GPS2WORK BV and from third parties.
- Register hours worked and process them in our payroll system.
- To be able to assess your suitability and availability in connection with a mediation for permanent or temporary work or an assignment, whereby test results can also be used.
- To approach you for commercial offers, newsletters and promotional campaigns that may be of interest to you, only if you have registered for this (opt-in).
- To enter into and maintain an employee or personnel/intermediary relationship with you and to carry out the relevant administration for this purpose.
- To fulfill our reintegration obligations and to comply with (the objective imposed by the government) to help people with a larger distance to the labor market find work.
- To be able to record an assignment with the client in an agreement with the client and to maintain and comply with the agreement with the client.
- To process data for the benefit of our clients in the context of a pre-employment screening.
- To promote your personal development and employability, including training, education and testing.
- For management purposes, including management information, providing internal controls and company safety and conducting audits and audits.
- Quality purposes such as certification.
- Apply for subsidies, premium discounts, etc.
- If we have entered into an employee or personnel/intermediary relationship with you, for compliance with laws and regulations, including but not limited to identification, employment legislation, tax and social security legislation, combating fraud and national and international sanctions legislation.

What personal data do we collect from you?

GPS2WORK BV can, if you are a job seeker, candidate, seconded, (temporary) employee, self-employed person and/or business relation of GPS2WORK BV, process the following personal data. You are responsible for ensuring that the personal information you provide is correct and up to date.

Job seeker or candidate

- Name and address details, e-mail address, telephone number and other contact details
- Birth details, age, gender
- Curriculum vitae (CV), information about education, internships and work experience
- Information about training and education and/or tests that you have followed or done yourself or through us
- Information about availability and leave

- Other information that is (or may be) important in the context of assessing the suitability of the candidate, for example references and testimonials and information regarding work experience
- On a voluntary basis other content with which you introduce yourself (video, photo)
- Other than the data mentioned above, the processing of which is required pursuant to or necessary for the purposes of the application of the law

Seconded, (temporary) employee and self-employed person

- Can work/work/have worked for GPS2WORK BV or its clients, GPS2WORK BV can process the following data:
- Name and address details, e-mail address, telephone number, bank and/or giro account number and other contact details
- Birth details, age, gender
- Curriculum vitae (CV), information about education, internships and work experience
- Information about training and education and/or tests that you have followed or done yourself or through us
- Information about availability and leave
- Nationality, citizen service number & proof of identity (copy of proof of identity), any work permit
- Data in the context of a pre-employment screening
- Data concerning the nature and content of previous job placements, as well as their termination
- Other information that is (or may be) important in the context of assessing the suitability of the candidate, for example references and testimonials and information regarding work experience
- Other data related to the personnel, salary and absence registration
- On a voluntary basis other content with which you introduce yourself (video, photo)
- Other than the data mentioned above, the processing of which is required pursuant to or necessary for the purposes of the application of the law

Third parties

GPS2WORK BV can pass on your personal data to other entities of GPS2WORK BV, its clients, subcontractors (for example data processors) who provide services or carry out assignments on behalf of GPS2WORK BV, suppliers, government agencies and other business relations. And in all other cases where we can be obliged to do so, for example by a court order or a court judgment. The provision of personal data takes place on the basis of a legitimate interest, legal obligation and/or for the implementation of the agreement in accordance with the goals stated under “Why do we collect your personal data?”. Your personal data may be transferred outside the Netherlands. GP Connect BV has taken the necessary measures to ensure that the personal data transferred is adequately protected.

Your rights

We value that you can easily exercise your rights with regard to the processing of your personal data. If you wish to make use of one of the rights you are entitled to and listed below, you can contact us as described below.

View and/or change data

You can request us at any time via info@GPS2Work.co or by letter to Verlengde Polenweg 8, 4818 CL in Breda to indicate which (categories of) data we process from you, for what

purposes, from which source the data comes and which retention periods are used by us. In addition, you can contact us at any time to supplement, correct or delete your data. In the unlikely event that we have provided incorrect personal data about you, we will rectify this. When we have changed your personal information, we will notify you.

Restrict processing of your data

If you do not agree with the content of the data we store about you, you can submit a request to temporarily limit the processing of your data. We will then wait with the distribution of your data until, in your opinion, it is in order again. You can submit a request for a processing restriction at any time via info@GPS2Work.com or by letter to Verlengde Polenweg 8, 4818CL in Breda. When we restrict processing of your personal data, we will notify you.

Right to transfer data

You can request the personal data we hold about you in a structured, commonly used and machine-readable form via GPS2WORK: info@GPS2Work.com. You are completely free to transfer this information to third parties.

Right to be forgotten

If you no longer wish to use our services, you can request the removal of all your personal data. You can contact us at any time via info@GPS2Work.com or by letter at Verlengde Polenweg 8, 4818 CL in Breda to request that all your data be deleted. You can also withdraw any consent you have given to process your data at any time. We will cease processing your personal data for which you have given permission. However, withdrawing your consent will not affect the processing that has already taken place.

Procedure, response time and costs

We try to handle your requests as mentioned in this chapter as soon as possible, but at the latest within [one month]. We are required to verify your identity before fulfilling your requests. In principle, your requests will be handled electronically, unless this is not possible or you request otherwise. In principle, we do not charge you any costs for handling your aforementioned requests, unless your requests are excessive, manifestly unfounded or if you request additional copies under the right of access.

Security

GPS2WORK BV makes every effort to optimally protect your personal data against unauthorized use. We do this by means of physical, administrative, organizational and technical measures. For example: only authorized persons have access to the data. If and insofar as data is provided to data processors who provide services or carry out assignments on its behalf, GPS2Work BV has agreed with them that they will also optimally protect the personal data.

Retention period

GPS2WORK BV does not store personal data longer than is necessary for the purpose of the processing and in accordance with the statutory retention periods.

Questions, comments, complaints or (suspected) data breach

If you have any questions, comments or complaints about the protection of your personal data by GPS2WORK BV, you can contact us in writing or by e-mail via info@GPS2Work.com or Verlengde Polenweg 8, 4818CL, Breda. You can also reach our Legal Affairs/Complaints Department by telephone on +31 (0) 85 060 7743. If you do not agree with the use of your

personal data by GPS2WORK BV, you can also submit a complaint to the Dutch Data Protection Authority.

Data breach

If there is a (suspected) data breach, we request that you report this immediately via: info@GPS2Work.com

Amendments

GPS2WORK BV reserves the right to adjust or change this privacy statement. None of the provisions of the privacy statement is intended to create any obligation or agreement between GPS2WORK BV and a data subject.

Other provisions

Dutch law applies to the provisions of this privacy statement and all disputes arising from it.