



Privacy Statement Talents-4U bv

Last update: 18 December, 2018

We are committed to your privacy.

This policy sets out the basis on which any personal information we collect from you, or that you provide to us, will be processed by Talents-4u.

Please read the following carefully to understand our views and practices regarding your personal information and how we will treat it.

The term "Personal Data" refers to information about you personally (name, license plate, phone number, email, etc). Please do note that as a consequence of both changes in the law and the everchanging nature of technology, our data practices is subject to modifications. Every time a change takes place we will do our utmost to update our Privacy Statement to inform you of the changes.

We encourage you to check this page regularly.

This statement applies to the collection and use of personal data for the main purposes of the processing freelance matching and/or placement transactions.

## **1. Collection and use of personal data**

### 1.1 General

You may provide us with information by filling in forms on our website or by corresponding with us by phone, email, using our platform, or otherwise. This includes information you provide when you send us a request, contact our consultants, provide us your resume and/or portfolio data, enter into a contract for the supply of services. The personal information you provide may include your name, address, email address and phone number necessary to enable us to provide you with our services or our answer.

We do not use your personal data for any other purpose than those described here and we will not sell or otherwise share your Personal Data with any other company outside the purpose of our services provided to customers and candidates engaging with.

### 1.2 Use of IP address

We may use your IP address to help diagnose problems with our server and to administer our web site. An IP address is a numeric code that identifies your computer on a network or the Internet.

### 1.2 Social Media

We are using social media to promote open vacancies and its span of services. Although we do not collect any data from these posts, we recommend visitor not to enter privacy sensitive personal data via social media channels and contact us directly via available contact details.

## **2. DISCLOSURE of your information**

We may disclose some or all of the data we collected with our Talents-4u staff only to identify best talent match for you as a customer or candidate. Candidate information is ONLY disclosed with potential customers after prior approval of the candidate.



Be ensured, your personal data will never be passed to any further third parties without your explicit permission, unless this is necessary to provide the service or complete the contract.

### **3. Data integrity and security**

We employ our best efforts to maintain full reliability, accuracy, completeness and currency of all Personal Data in our databases and to protect the privacy and security of our databases. Our servers and our databases are protected by industry standard security technology.

We do take data protection within our company very seriously. Our staff and contracted service companies (if already used) have a duty of confidentiality and comply with the current data protection regulations. Nevertheless, unfortunately, we cannot guarantee against any loss, misuse, unauthorized disclosure, alteration or destruction of data, we do take all reasonable steps to prevent this from happening.

### **4. YOUR RIGHTS: data access and corrections**

As soon as we receive a possible written request from you, we will enquire about your identity to make sure we are not divulging your Personal Data to anybody else and we proceed then to disclose to you the Personal Data we hold about you.

We will also correct, amend or delete any Personal Data that turns out to be inaccurate. Your request will be dealt with promptly, within 30 days. If you wish to access or correct your Personal Data or if you have any questions about this Privacy Statement or concerns about the way we process your Personal Data, please email us at [info@talents-4u.com](mailto:info@talents-4u.com)

### **5. YOUR RIGHTS: right of information and withdrawal (right to be forgotten)**

You can obtain information free of charge at any time about your data. Please consider also that you can submit us your request to block, rectify or delete personal data that we have saved about you. Moreover, you can revoke the consent you have given us to collect and use your data.

To do so, please contact this address [info@talents-4u.com](mailto:info@talents-4u.com). We will be glad to answer any further question you may have about our data protection policies and the processing of your personal data. Your request will be dealt with promptly, within 30 days.

Please do consider that data protection regulations and the way third parties handle data (for instance Google), can continuously change. It is therefore advisable and necessary to keep up to date with changes to statutory regulations and the policies adopted by these companies.

### **6. Where we store your Personal Information**

If already collected, we store your personal information within the European Economic Area.

### **7. How long we store your Personal Information**

Talents-4u retains personal data for 24 months after the end of the service, after this period all personal data will be reviewed and you may be consulted in case we would like to retain the information to provide continued services. Financial data, more specifically information on the



transactions you perform, is stored according to the fiscal term of seven (7) years and subsequently destroyed.

## **8. Cookies**

We make use of so-called "cookies" to extend the operability of our website and make its use more convenient for you. "Cookies" are small text files saved on your computer when you visit our website. You have the option of preventing cookies being stored on your computer by modifying your browser settings, however this can limit the usability of our website.

## **9. Data collection by the use of Google Analytics**

Our website utilizes Google Analytics, a web analysis service. Both Google and Google Analytics use so-called "cookies". Google Analytics collects information on your operating system, browser, IP address, the previous website visited (Referrer URL) and the date and time you visited our website. Google uses this information to analyze your use of our website, to compile reports on website activity for website operators and provide other services associated with website use and internet use. Google passes this information onto third parties where this is statutorily prescribed or where third parties process this data on behalf of Google. This use is anonymous or uses pseudonyms.

Please find more information about this utilization from Google:

[www.google.com/intl/de/privacypolicy.html](http://www.google.com/intl/de/privacypolicy.html)

## **10. Collection and saving of usage data**

We collect and store data, such as the date and time of the website access and the page from which you called up our site etc., to optimize our website. This is done anonymously without personally identifying the user of the site.

## **11. COMPLAINTS**

For possible complaints about the processing of personal data by Talents-4U BV, assuming that you have addressed these already to us directly, you can submit a complaint the Dutch Data Protection Authority, Autoriteit Bescherming Persoonsgegevens, via:

<https://autoriteitpersoonsgegevens.nl/nl/contact-met-deautoriteit-persoonsgegevens/tip-ons>

Veldhoven, November 2018