

ORANJEGROEP PRIVACY STATEMENT

Any information provided to ORANJEGROEP by users through forms, contact, and services provided or processed through the website is handled with care and in accordance with the General Data Protection Regulation (hereinafter: “GDPR”). Please read this Privacy Statement carefully, by continuing to browse the ORANJEGROEP website you hereby consent to our Privacy Policy.

ORANJEGROEP – WHO ARE WE?

ORANJEGROEP is a temporary employment agency in the fields of construction, technology, and industry. As a temporary employment agency, ORANJEGROEP often come into contact with the personal data of both job seekers and employees (in whatever form), as well as that of its suppliers and clients. This privacy statement therefore applies to all personal data that ORANJEGROEP receives and processes in its regular operation, including that of visitors, customers, and business contacts. ORANJEGROEP has both domestic and foreign operating companies that provide services related to labor and job placement. This privacy statement outlines the measures taken to protect all personal data.

Our parent company is ORANJEGROEP Holding B.V., with its head office located at:
Van Vollenhovenstraat 10
3016 BH Rotterdam
The Netherlands

WHAT IS CONSIDERED PERSONAL DATA

In this statement, “personal data” refers to all data that can be traced back to you as an individual: such as name, telephone number, e-mail address and home address, as well your IP address.

HOW ORANJEGROEP USES PERSONAL DATA

Your personal data is processed in accordance with laws and regulations, and is kept only for as long as is necessary for the purposes for which this data was collected, such as:

- granting access to the ORANJEGROEP website;
- using the functionalities of the ORANJEGROEP website;
- entering into and executing agreements via the ORANJEGROEP website;
- contacting you, if requested;
- gaining insight into the use of the ORANJEGROEP website;
- improving and evaluating the ORANJEGROEP website and services;
- mapping our target group(s) and associated interests for the purposes of improving ORANJEGROEP online services and as well as showing advertising campaigns that match your interests through the ORANJEGROEP website and third-party websites;
- distribution of general and/or personalized newsletters to subscribers;
- sending vacancy alerts;
- registration for events;
- job placement;
- applications for permanent/indirect employees (at your own company without job placement);
- (potential) business relationships (client or supplier);
- processing applications (note: a separate privacy statement applies to submitting applications, which can be found within the registration/application form).

PERSONAL DATA PROCESSING

ORANJEGROEP processes data of multiple parties via registration forms (hard copy and/or digital), the ORANJEGROEP website, and broadcasting software:

- Job seekers
 - Name, address, and place of residence;
 - E-mail address, telephone number and any other contact information;
 - Nationality, gender;
 - Date and 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
 - Company name and address;
 - Location of project sites;
 - E-mail address, telephone number, and any other contact information;
 - Client number;
 - Bank account number and other financial data;
 - Other information required for the successful execution of collaboration, assignment and/or work;
- Suppliers
 - Name, address, and place of residence;
 - E-mail address, telephone number, and any other contact information;
 - Supplier number;
 - Other information required for the successful performance of your employment, assignment, and/or work.

PERSONAL DATA COLLECTION

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

- Through use of the ORANJEGROEP website and the exchange to/from it;
- User voluntarily providing personal data via forms, contact, etc.

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 with ORANJEGROEP and to which you are a party;
- The data processing is necessary for ORANJEGROEP 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 ORANJEGROEP may 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, business transactions (partnerships, purchase/sale) and promoting and maintaining of company safety;
- Compliance with or investigation into (suspected) violations of agreements, internal policies/instructions and/or laws and regulations;

- To inform you about matters that are relevant to the performance of your work, about ORANJEGROEP, activities and/or professional information (for example via e-mail, newsletters, company magazines and professional literature);
- Personal data is processed with your consent (implied or explicit), You can withdraw consent at any time, after which ORANJEGROEP will no longer process the personal data in question for the purpose for which consent was given;
- The data processing is necessary for the implementation of obligations that ORANJEGROEP has as an employer in the field of labor law and social security law in the event of absenteeism and reintegration.

SHARING YOUR PERSONAL DATA

ORANJEGROEP does not sell your data to third parties. We do, however, use the services of third parties that process collected data on our behalf. ORANJEGROEP has entered into agreements with all of these third parties to ensure that your data is protected in accordance with the GDPR. Examples of third parties that process this data on our behalf include:

- External IT service providers;
- Third parties that provide browser cookies.

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

KEEPING YOUR DATA SECURE

ORANJEGROEP takes the protection of the personal data of website visitors seriously and therefore strives to take the appropriate organizational and technical measures in order to prevent the misuse, loss, unauthorized access, unwanted disclosure, unauthorized modification or otherwise unlawful processing of personal data. ORANJEGROEP employees who have access to your personal data are bound by a confidentiality clause and only have access to this personal data when strictly necessary for the performance of their duties and/or supporting the website.

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 ORANJEGROEP handles your personal data, as well as 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 it is handled.
- **Right of access**
You have the right to request access to the data ORANJEGROEP has processed from 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 ORANJEGROEP processes your personal data.
- **Right to data portability**
You have the right to receive data that you have provided to ORANJEGROEP in the context of services and/or agreements, in a machine-readable format, so that you can store this data in a database of your choice or that of a third party.
- **Right to restriction**
You have the right to request restriction of the processing of your data. This means that

ORANJEGROEP may keep your data but is not permitted to use it. The right applies to 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 to delete all your personal data that ORANJEGROEP may have processed.
- **Right to file a complaint**
You have the right to file a complaint about the way ORANJEGROEP handles 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 ORANJEGROEP receives such a withdrawal request.

COOKIES

Cookies (also known as browser cookies, web cookies, HTTP cookies, etc.) are small segments of (text) information exchanged between your browser and the websites you visit, which are stored on the hard drive or memory of your computer, tablet, mobile phone or any other device (hereinafter: “Device”). Cookies received from the website cannot damage your Device or the files stored on it. When referring to cookies, this policy not only refers to the aforementioned text information, but also similar techniques that collect information, such as Device fingerprinting.

QUESTIONS, COMMENTS, OR COMPLAINTS?

If you have any questions or complaints about this Privacy Statement and the way in which ORANJEGROEP processes your data, you can contact ORANJEGROEP using the details at the end 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 ORANJEGROEP by email: info@oranjegroep.nl or via telephone number: +31 (0)10-4123399.

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

Name: Corniels van der Plas

E-mail address: legal@oranjegroep.nl

Attn: Data Protection Officer

Van Vollenhovenstraat 10
3016 BH Rotterdam

The Netherlands

DATA SECURITY

Despite doing our utmost to protect your personal data, you should be aware that the transmission of personal data over the internet is never completely secure and we cannot guarantee the absolute security of the personal data sent to the ORANJEGROEP website or a third party. For this reason, any transfer is at your own risk. ORANJEGROEP will nevertheless always apply strict operational procedures and adequate technical and business organizational security measures in order to prevent the unauthorized access, modification, deletion, or transfer of personal data.

MORE INFORMATION

ORANJEGROEP reserves the right to make adjustments to our privacy policy. You are therefore advised to regularly read the Privacy Statement for any changes. The most recent version will always be available on the ORANJEGROEP website.

This privacy and cookie statement was last modified on 20/02/2025.