

Privacy Policy

1 Introduction

Rein Te Winkel attaches great importance to careful and safe handling of privacy-sensitive information from its website visitors, clients, applicants, (former) employees, partners, suppliers and other stakeholders. Rein Te Winkel has therefore drawn up this privacy statement. Rein Te Winkel handles and secures the personal information entrusted to it with the utmost care. With this privacy statement, Rein Te Winkel gives you insight into how Rein Te Winkel handles your personal data in certain situations in accordance with the General Data Protection Regulation (GDPR).

2. Who are we?

Rein Te Winkel
Grevinkweg 16
7104AV
Winterswijk-Meddo

This privacy statement also applies to parent company Ormit Holding BV and sister company Ormit Belgium NV.

Rein Te Winkel is the controller within the meaning of the GDPR and therefore has control over the processing of the personal data and determines the purpose and means for the processing.

Rein Te Winkel sometimes engages other companies to perform services for it. In these situations, Rein Te Winkel remains ultimately responsible for the processing of your personal data. Rein Te Winkel makes contractual agreements with these companies about the handling of your personal data, so that your privacy is guaranteed.

3. 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.

4. Cookies

Rein Te Winkel 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.

5. When do we collect your personal data?

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

- if you have given Rein Te Winkel 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 to which Rein Te Winkel is subject.
- 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 exercise of public authority entrusted to Rein Te Winkel.
- if the processing is necessary for the purposes of the legitimate interests of Rein Te Winkel or of a third party, unless your interests or the fundamental rights and freedoms that require the protection of your personal data outweigh those interests.

6. Why do we collect your personal data?

Your personal data is used to provide the services offered to you as well as possible, including management traineeship, consultancy, mediation, payroll, salary administration, personnel management, personal development & employability, recruitment & selection and ambassadorship of our organization.

Rein Te Winkel uses your data for the following purposes, among others:

- * to match supply and demand on the labor market.
- * register hours worked and process them in our project administration.
- * to be able to assess your suitability and availability in connection with a mediation towards a management traineeship trajectory or an assignment, whereby test results can also be used.
- * to enter into and maintain an employee or personnel/intermediary relationship with you and to carry out the relevant administration for this.
- * 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.
- * for promoting your personal development and employability, including training, education and testing.
- * for management purposes, including management information, providing internal controls and company safety and carrying out audits and audits.
- * quality purposes such as certification.
- * if we have entered into an employee or personnel/traineeship 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.

7. What personal data do we collect from you?

Rein Te Winkel can, if you are a candidate trainee or consultant, placed trainee or consultant, (temporary) (former) employee, ambassador, independent entrepreneur and/or business relation of Rein Te Winkel, process the personal data below. You are responsible for ensuring that the personal information you provide is correct and up to date.

Applicant

- * name and address, e-mail address, telephone number and other contact details
- * birth data, age, gender
- * curriculum vitae (CV), information about training, internships and work experience
- * information about training and education and/or tests that you have taken yourself or through us followed or done
- * 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

Placed trainee or consultant, (temporary) (former) employee and self-employed person

If you can work/work/have worked for Rein Te Winkel or its clients, Rein Te Winkel can process the following data:

- * name and address, e-mail address, telephone number, bank and/or giro account number and other contact details
- * birth data, age, gender
- * curriculum vitae (cv), information about training, internships and work experience
- * information about training and education and/or tests that you have

followed or done yourself or through us

* data on availability and leave

* nationality, citizen service number & proof of identity (copy of identity document), any work permit

* data in the context of a pre-employment screening

* information regarding 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, such as references and testimonials and information regarding work experience *

other data related to personnel, salary and absence registration

* on a voluntary basis other content with which you introduce yourself (video, photo)

* data other than those mentioned above, the processing of which is required pursuant to or necessary for the purpose of the application of the law

8. Third Parties

Rein Te Winkel may pass on your personal data to other entities of Rein Te Winkel, its clients, subcontractors (e.g. data processors) who provide services or carry out assignments on behalf of Rein Te Winkel, 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?".

In principle, your personal data will not be transferred outside the European Union. If this is the case, the parties involved will be notified.

9. 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.

Inspecting **and/or changing data**

You can request us at any time via reintewinkel@hotmail.com or by letter to Grevinkweg 16, 7104AV, Winterswijk-Meddo to indicate which (categories of) data we process from you, and 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.

If you have your own private web environment or a portal, you may also be able to (partially) supplement, correct or delete your data yourself. When we have changed your personal information, we will notify you. To restrict the processing of your data if you do not agree with the content of the data we hold about you, you can submit a request to temporarily restrict 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 reintewinkel@hotmail.com or by letter to Grevinkweg 16, 7104AV, Winterswijk-Meddo. When we restrict processing of your personal data, we will notify you.

Right to transfer data

You can request the personal data that we hold about you in a structured, commonly used and machine-readable form via reintewinkel@hotmail.com. You are completely free to transfer this information to a third party.

Right to be forgotten

If you no longer wish to use our services, you can request the deletion of all your personal data. You can request us to delete all your data at any time via reintewinkel@hotmail.com or by letter to Grevinkweg 16, 7104AV, Winterswijk-Meddo.

You can also withdraw any consent you have given to process your data at any time. We will discontinue the processing of your personal data for which you have given permission, unless legal (exceptional) provisions apply. 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 quickly 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.

10. Security

Rein Te Winkel 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, Rein Te Winkel has agreed with them that they will also optimally protect the personal data.

11. Retention Period

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

12. Questions, comments, complaints or (suspected) data breach

If you have any questions, comments or complaints about the protection of your personal data by Rein Te Winkel, you can contact us in writing or by e-mail via reintewinkel@hotmail.com or Grevinkweg 16, 7104AV, Winterswijk-Meddo

If you do not agree with Rein Te Winkel's use of your personal data, you can also submit a complaint to the data protection authority.

13. Data Breach

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

14. Changes

Rein Te Winkel 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 Rein Te Winkel and a data subject.

15. Other Provisions

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