



PRIVACY STATEMENT

The General Terms and Conditions of Mupol Personeelsdiensten B.V. have been filed with the Chamber of Commerce under number 53145542.

1. Privacy Policy

The website www.mupol.com and the internet services linked to it are made available to you by Mupol Personeelsdiensten B.V., with its registered office in Zaltbommel and registered in the trade register of the Chamber of Commerce under number 53145542.

With regard to the protection of your privacy, the following policy applies.

Mupol Personeelsdiensten B.V. guarantees, as far as possible, the protection of the privacy of its employees, our partners and all visitors to the site. This means that we also require our collaborative partners to make every effort to monitor personal data. We store your data on a (secure) Secure Server. Below you will find out which personal and company data we process, what we do with these data, within which legal framework this is done and what you can do if you have any questions.

2. Legal framework; Processing of (personal) data

If you use the Mupol Personeelsdiensten B.V.'s website, you may provide certain personal details of yourself on your own initiative or you may have to provide certain details of yourself.

Mupol Personeelsdiensten B.V. processes these data so that it can send you further information regarding the services provided by Mupol Personeelsdiensten B.V. either by post or by e-mail and to optimise the services provided by Mupol Personeelsdiensten B.V., whether or not via this website. As a rule, Mupol Personeelsdiensten B.V. only collects information that is necessary to be able to fulfil a request from you. In cases where you are asked for mandatory information, this is explicitly stated on the relevant web page.

Mupol Personeelsdiensten B.V. is responsible for the personal data of its employees. We are legally obliged to share the personal data of our employees with external processors, for example for payroll administration. The processor is defined by the GDPR as 'a person who processes personal data on behalf of the responsible party, without being subject to his direct authority'.

The retention time of the documents in the personnel file is based on the legal deadlines, unless agreed otherwise or there are compelling arguments for keeping (parts of) the files longer.

Recruitment

When you provide Mupol Personeelsdiensten B.V. with data concerning an application, this information will be used by Mupol Personeelsdiensten B.V. exclusively for the intended purpose; for recruitment and selection, for communication concerning the application and the assessment of suitability for a position. Your application data will not be kept for longer than 4 weeks, unless explicitly agreed with you.

3. Legal framework: processing of company data

With regard to requests and orders, we register name, address and place of residence, contact person, telephone number and email address, KVK registration and IBAN number, necessary for the communication with regard to the request or order. We only record the data that are necessary for the implementation of the order, for which permission has been granted or for which an agreement has been concluded.

Name, address, place of residence, including any contact person, telephone number and email address can be made available to others in connection with the execution of the order. This is only possible under the conditions that the data in question may only and exclusively be used for the execution of that specific order.

In order to make an inventory of applications and orders, we need, where applicable, location information and visual material to make the right offer. The collected data is stored on our secure server at customer level and is only accessible to our employees who are involved in this project by means of a login name and password. This collected data will not be shared with third parties.

On termination of the agreement, or on termination of a (maintenance) contract, whichever is the earlier, Mupol Personeelsdiensten B.V. shall ensure that all company data present at Mupol Personeelsdiensten B.V. at that time, including personal data, and any copies thereof, are destroyed within 6 months unless the client instructs otherwise. If a legal provision applicable to Mupol Personeelsdiensten B.V. prohibits or otherwise prevents this processing, Mupol Personeelsdiensten B.V. shall continue to protect this data in accordance with the laws and regulations until such time as this is no longer applicable. After that period, Mupol Personeelsdiensten B.V. will destroy these data.

Company data are also used to keep customers informed about (new) products and services of Mupol Personeelsdiensten B.V., and about the companies that work together with it in a group context. Mupol Personeelsdiensten B.V. tries to take your preferences into account. If you do not wish to receive information about (new) products and services, you can report this in writing to Mupol Personeelsdiensten B.V. or by e-mail to info@mupol.com with the subject "Address registration". We will have your data blocked for this purpose.

Mupol Personnel Services B.V. concludes processing agreements with clients and (sub)processors with regard to data processing, data management and financial administration in order to support the business processes. Mupol Personeelsdiensten B.V. uses legal retention periods for the data in its possession.

4. Right to inspection, correction/rectification, objection or removal

You have the right to inspect, correct, object to or delete your personal data.

Do you want us to modify or remove your data from our database? You can also send an e-mail to info@mupol.com.

You can also let us know in writing. Our address is Steenweg 79, 5301 HK Zaltbommel. In order to prevent abuse, we will ask you to identify yourself. Mupol Personeelsdiensten B.V. will comply with your request within 7 working days unless there are compelling arguments to the contrary.

5. Processing register

You have the right to access your data in our processing register. In order to prevent abuse, we may ask you to identify yourself. As part of our system, we keep an overview of our information processing organisations. When selecting suppliers, we take into account the laws and regulations that apply to us.

6. Privacy in the design phase

In developing our services and products, we use privacy-by-design: increasing information security by means of access control, encryption, facilitating the rights of those involved, retention periods, anonymisation, data minimisation, pseudonymisation.

7. Data breaches

In the event of a (potential) data breach, we, the management of Mupol Personeelsdiensten B.V., will contact the AP (Personal Data Authority) and the parties concerned in accordance with EU Regulation 2016/679. We have included the data breach process and reporting to the AP in our Management System. We thus make use of a data breach register.

8. Privacy policy for other websites

On www.Mupol.com there are links to other websites. However, we are not responsible for the privacy policy of these websites. For more information, please refer to the relevant websites.

9. Google Analytics

This website uses Google Analytics, a web analysis service provided by Google Inc. Google Analytics uses "cookies" (text files placed on your computer) to help the website analyse how users use the site. The information generated by the cookie about your use of the website (including your IP address) will be transmitted to and stored by Google on servers in the United States. Google will use this information for the purpose of evaluating your use of the website, compiling reports on website activity for website operators and providing other services relating to website activity and internet usage. Google may also transfer this information to third parties where required to do so by law, or where such third parties process the information on Google's behalf. Google will not associate your IP address with any other data held by Google. You can refuse cookies by selecting the appropriate settings on your browser. In that case, it may not be possible to use all the possibilities of this website. By using this website, you consent to the processing of data about you by Google in the way and for the purposes set out above.

10. Cookies

We use cookies on this website, a simple small file that a website stores on your hard drive via your browser. Information is stored in a cookie.

Why do we use cookies?

Privacy statement

- To make the website function better.
- To make the use of the website easier.
- To measure whether visitors can easily find the desired information on our website.

By using permanent cookies, we ensure that you do not have to perform certain actions again. We recognise the preferences you have given us when you visited our website earlier. Permanent cookies can be deleted via the settings of your browser.

11. Session cookies

Session cookies are activated during your visit and are automatically deleted when you close your browser. We remember which parts you view during your visit and adjust our services accordingly.

12. Google Analytics cookies

Through our website, cookies are placed by Google, as part of the 'Analytics service'. We use this service to track visitor behaviour and to receive reports on how visitors use our website. Based on this, we can then improve the website. This is not about remembering personal data, but about keeping track of your actions on the website.

13. Social media cookies

On our website, you will find buttons with which you can promote our messages or web pages on social media, such as 'liking' via Facebook or sending a 'tweet' via Twitter. These buttons work through pieces of code that come from social media platforms themselves. Cookies are placed via this code. We have no influence on this. The social media platforms indicate in their privacy statement what they do with your data via the cookies.

14. Enabling, disabling and deleting cookies

More information about enabling, disabling and deleting cookies can be found in the instructions and/or by using the Help function of your browser. More information about cookies can be found on the websites of Cookie Law and the Consumers' Association.

15. Changes

We reserve the right to change our privacy policy at any time. However, you will always find the most recent version on this page. Please check our privacy policy regularly on this website.

16. General

If there are persons who do not have access to our website, a copy of our privacy statement can be sent upon request.

Do you have any questions about our privacy policy? Please send an e-mail to info@mupol.com You can also use this e-mail address if you have any questions about your data or if you want to change it. We are happy to be of service to you.

17. Contact data

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