

Q-Concepts Privacy- and cookie declaration

This is the Q-Concepts privacy statement concerning the www.q-concepts.nl website. Q-Concepts is the business name of the following companies:

- Q-Concepts B.V. (CoC 17277476).
- Q-Concepts Rotterdam B.V. (CoC 59107324).
- Q-Concepts Limburg B.V. (CoC 63871459).
- Q-Concepts Interim en Advies B.V. (CoC 17277495).
- Q-Concepts Accountancy B.V. (CoC 17277491).
- Q-Concepts Advies B.V. (CoC 54808537).

This privacy statement also applies to companies affiliated at any time with the abovementioned companies.

This privacy statement concerns the processing of data by Q-Concepts by way of handling information via our website q-concepts.nl, as well as the use of cookies.

Q-Concepts respects the privacy of all clients and website users. We take care that the personal information provided by you is treated as confidential. Processing of the personal data occurs in a manner that complies with the requirements laid out in the General Data Protection Regulation (AVG). This privacy statement applies solely to Q-Concepts services.

You should be aware that Q-Concepts is not responsible for the privacy policies maintained by other sites and sources accessible via a link on our website. We recommend to always check the privacy statements and disclaimers of third-party websites accessed through our website. You can ascertain you are no longer on our website if the URL has changed.

Data processing objectives

Q-Concepts collects and processes no personal information as a rule, unless you have consciously provided your details to us via the contact form or registration form on the website. The information collected is solely used for contacting you, such as answering queries or forwarding documents, or so that you can receive the newsletter if you have explicitly registered for this.

When you complete a contact form or registration form on the website, or if you send us an e-mail, the information you provide us with is stored for as long as necessary to completely process and respond to the form or e-mail.

Interviews and interim vacancies

At Q-Concepts, we place a lot of value on the privacy of candidates. Q-Concepts does not store personal data any longer than necessary for the application process. The information is only accessible to those directly involved in a job interview. We remove any information received no more than 4 weeks after the end of the application process, unless the candidate gives permission to store information for a longer period, in case a suitable role becomes available. If the latter is the case, we store the information for no longer than 12 months after the finalisation of the application procedure.

Google Analytics

We use Google Analytics to monitor how visitors use the website and how effective our Adwords advertisements are for Google search result pages. The information obtained, including your computer's address (PI address), is transferred to and

stored by Google on servers in the United States. Read the Google privacy policy for more information, as well as the specific Google Analytics privacy policy.

Google uses this information to monitor how our website is used, to provide us with reports on the website, and to offer its advertisers information on the effectiveness of their campaigns. Google may divulge this information to third parties if Google is legally obliged to do so, or insofar as these third parties process the information on behalf of Google. We have no influence over the above. We have not given Google permission to use the analytics obtained for other Google services.

LinkedIn, Facebook and Twitter

This site incorporates buttons for promoting or sharing pages to social networks LinkedIn, Facebook and Twitter. These buttons are created through code supplied by LinkedIn, Facebook and Twitter. This code places a cookie, among other things. Read the privacy statements at LinkedIn, Facebook and Twitter (which may change regularly) to see how they use your personal data processed through this code.

Newsletter

We offer a newsletter in which we inform interested parties on news related to legal matters, our services and associated items. Your e-mail address will only be added to our list of subscribers after your explicit consent. Each newsletter contains an 'unsubscribe' link. The newsletter subscription database will not be shared with third parties.

We use Mailchimp for the newsletter, to establish which sections on our website receive most interest. Mailchimp uses cookies for this. These cookies are not used to identify you personally, they only enable us to analyse how the website is used. More information on Mailchimp cookies is available in their privacy policy. If you do not want Mailchimp to collect these details, you can unsubscribe using the link at the bottom of every newsletter.

Events

By registering for events or leaving details at events, you agree to this information being stored. Each time you receive an invitation to an event, you are given the opportunity to unsubscribe to such event invitations, and you may also request that we remove your details from our databases.

Access, correction and the right to object

If you are in any way connected to our company, you have the option to access your personal details after a written request. If the information we hold on you is incorrect, you can request in writing that we amend or remove this information. Furthermore, you can notify us in writing at the address below if you do not wish us to contact you regarding information on our products and services:

Q-Concepts
Attn. Information Security Manager
Reitscheweg 45
5232 BX 's-Hertogenbosch

Personal data sharing

Your personal information will not be shared, unless there is a legal basis that necessitates doing so. This could include when police, judiciary bodies or regulatory authorities submit a legal

request to view your data. A judge may also order us to provide information or allow access to information.

Security

Q-Concepts takes all technical and organisational measures that may reasonably be expected in order to protect your personal data. It goes without saying that these measures are completely in line with the prevailing laws and regulations and the latest technological advances.

At the time of employment commencement, new employees are reminded of the rules and procedures within the organisation, particularly those relating to current security rules and procedures. We regularly focus on increasing security and privacy awareness in employees.

Privacy Statement amendments

We reserve the right to make changes to this privacy statement. Any amendments will be publicised on this website. It is therefore advisable that you view this privacy statement from time to time, to check if any relevant changes have been made.