

Privacy statement Haldu Groep

1. Introduction

Haldu Groep values the careful and secure handling of privacy-sensitive information from its website visitors, candidates and employees. Therefore Haldu Groep has written this privacy statement. Haldu Groep treats and secures the personal information entrusted to us with the utmost care. With this privacy statement, Haldu Groep gives you insight into how Haldu Groep handles your personal data in accordance with the General Data Protection Regulation (GDPR) in common situations.

2. Who are we?

Haldu Groep is a temporary employment agency for the construction, automotive and engineering sectors. Haldu Groep includes Halkers Groesbeek B.V., Duoflex Building Support B.V. and Gromada Groesbeek B.V.. Haldu Groep is located at Hulsbroek 30 in (6562 JH) Groesbeek, The Netherlands.

Haldu Groep is a 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.

Haldu Group sometimes engages other companies to perform services for us. In these situations, Haldu Groep remains responsible for the processing of your personal data. Haldu Groep has contractual agreements with these companies regarding the handling of your personal data. This way your privacy remains guaranteed.

3. Technical information

When you visit our website, the website automatically collects information about (the devices of) our visitors. This includes, for example, information with which device the website is visited, the IP address of your device, the IP address of your service provider, the operating system you use, the date and time of your visit, the internet address of the website from which you are visiting, the pages you visited and the information you viewed on our website. We use this technical information for the management of the website and to improve the quality and effectiveness of our website.

4. Cookies

Haldu Group uses cookies and web statistics. This enables us to view 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. When you visit our website again, these small pieces of information will be recognized, which will make your visit easier.

5. When do we collect personal data?

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

- If you have given Haldu Groep permission to process your personal data for one or more specific purposes;
- If the processing is necessary for the implementation of an agreement to which you are party, or to take measures at the request of you before the conclusion of an agreement;
- If processing is necessary to comply with a legal obligation resting on Haldu Groep;
- If the processing is necessary to protect your or other people's vital interests;
- If the processing is necessary for the performance of a task in the public interest or a task in the context of the exercise of public authority assigned to Haldu Groep;
- If the processing is necessary for the protection of the legitimate interests of Haldu Groep or of a third party, unless your interests or the fundamental rights and freedoms that require 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 in the best possible way, including staffing, secondment, mediation, payroll, personnel management, personal development & employability and recruitment.

Haldu Groep uses your data for the purposes below.

- Bringing supply and demand together in the labor market;
- Inform you about interesting offers of products and services from Haldu Groep and third parties;
- Register worked hours and process them in our salary system;
- Being able to assess your suitability and availability in connection with a mediation to a permanent or temporary job or an assignment, whereby test results can also be used;
- Approach you for commercial expressions, newsletters and promotional campaigns that may be of interest to you, only if you have registered for this (opt-in);
- Establish and maintain an employee, personnel or mediation relationship with you and perform the relevant administration for this purpose;
- To comply with our reintegration obligations and to meet (the government-imposed) goal to help people with a large distance to the labor market to work;
- To be able to record an assignment with the client in an agreement with the client and to maintain and fulfill said agreement with the client;
- Processing data for our clients in the context of a pre-employment screening;
- To promote your personal development and employability, including training, education and testing;
- For management purposes including management information, taking care of internal audits and operational safety, and conducting audits;
- Quality objectives such as certifications;
- If we have entered into an employee, personnel or mediation relationship with you, for compliance with laws and regulations, including but not limited to identification, labor legislation, tax and social security legislation, fighting fraud and national and international sanctions legislation.

7. What personal information do we collect from you?

Haldu Groep can process the personal data below if you are a job seeker, candidate, (temporary) employee and / or business relation of Haldu Groep. You are responsible for ensuring that the personal information you provide is accurate and up-to-date.

Job seeker or candidate

- Name and address details, e-mail address, telephone number and other contact details;
- Birth information, age and gender;
- Information about training and education and / or tests that you have followed yourself or through us;
- Information on availability and leave;
- Other information that may be important in the context of the assessment of the suitability of the candidate, for example references and certificates and information concerning work experience;
- On a voluntary basis other content with which you introduce yourself (video, photo);
- Information other than those mentioned above, the processing of which is required pursuant to or is necessary for the application of the law.

Seconded and temporary employee

If you can work or have worked for Haldu Groep or its clients, Haldu Groep can process the following data:

- Name and address details, e-mail address, telephone number, bank account number and other contact details;
- Birth information, age and gender;
- Curriculum vitae (CV), information about education, internships and work experience;
- Information about training and education and / or tests that you have followed yourself or through us;
- Nationality, citizen service number and identity document (and a copy thereof) and a possible work permit;
- Information in the context of a pre-employment screening;
- Information concerning the nature and content of the previous employment services, as well as regarding the termination thereof;
- Other data that may be important in the context of the assessment of the suitability of the candidate, for example references and certificates and data concerning work experience;
- Other information data related to personnel, salary and absence registration;
- On a voluntary basis other content with which you introduce yourself (video, photo);
- Information other than those mentioned above, the processing of which is required pursuant to or is necessary for the application of the law.

8. Third parties

Haldu Group may pass on your personal data to other Haldu Group entities, its clients, subcontractors (for example, data processors) who provide services or perform assignments on behalf of Haldu Group, suppliers, government agencies and other business relationships. And in all other cases in which we may be required to do so, for example through 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 implementation of the agreement in accordance with the purposes as stated under "Why do we collect personal data?"

Your personal data can be transferred outside the Netherlands. Haldu Groep has taken the necessary measures to ensure that the transferred personal data are adequately protected.

9. Your rights

We value the fact that you can easily make use of your rights with regard to the processing of your personal data. If you wish to make use of one of the rights that you are entitled to and mentioned below, you can contact us as described below.

View and / or change data

You can ask us at any time via avg@haldugroep.nl or +31 (0) 24 - 397 7536 or by letter to indicate which (categories of) data we process about you, for what purposes that happens, from which source the data comes and which storage 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 you with incorrect personal data, we will rectify this.

If we have changed your personal details, we will inform you accordingly.

Limit processing of your data

If you do not agree with the content of the data that we received from you, you can submit a request to temporarily limit the processing of the data. We will then wait to distribute your data until, in your opinion, it is back in order.

You can submit a request for a processing restriction at any time via avg@haldugroep.nl or +31 (0) 24 - 397 7536 or by letter.

If we limit the processing of your personal data, we will inform you accordingly.

Right to transfer data

You can request the personal data that we hold about you in a structured, common and machine-readable form via avg@haldugroep.nl or +31 (0) 24 - 397 7536. You are completely free to transfer this information to third parties.

Right to be forgotten

If you no longer wish to use our services, you can submit a request for the removal of all your personal data. You can request us to delete all your data at any time via avg@haldugroep.nl or +31 (0) 24 - 397 7536 or by letter.

In addition, you can revoke any permission you have granted to process your data at any time. We will stop the processing of your personal data for which you had given permission. However, withdrawing your consent does not affect the processing that has already taken place.

Procedure, response time and costs

We try to process your requests as mentioned in this chapter as quickly as possible, but no later than within one month. We are required to verify your identity before your requests can be met. Your requests will in principle be processed electronically, unless that is not possible or you request otherwise.

For the processing of your aforementioned requests, we will in principle not charge you any costs, unless your requests are excessive, manifestly unfounded or if you request additional copies under the right of inspection.

10. Data protection officer

Haldu Group has appointed a data protection officer who supervises the application and compliance with privacy rules within the organization. The contact details of this officer are: avg@haldugroep.nl or +31 (0) 24 - 397 7536.

11. Security

Haldu Group makes every effort to optimally protect your personal data against unauthorized use. We do this on the basis of physical, administrative, organizational and technical measures. For example: only authorized persons have access to the data. If and insofar as information is provided to data processors who provide services or carry out assignments on behalf of us, Haldu Groep has agreed with them that they will also optimally protect this personal data.

12. Retention period

Haldu Groep does not store personal data for longer than necessary for the purpose of processing and in accordance with the legal retention periods.

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

If you have any questions, comments or complaints about the protection of your personal data by Haldu Groep, you can contact us by e-mail via avg@haldugroep.nl or in writing:

Haldu Group
Hulsbroek 30
6562 JH Groesbeek

If you do not agree with the use of your personal data by Haldu Groep, you can also submit a complaint to the Dutch Data Protection Authority, Autoriteit Persoonsgegevens.

14. Data breach

If there is a (suspected) data breach, please report this immediately to our data protection officer via avg@haldugroep.nl or +31 (0) 24 - 397 7536.

15. Changes

Haldu Groep reserves the right to adjust or change this privacy statement. None of the provisions of the privacy statement has the purpose of creating any obligation or agreement between Haldu Groep and the person concerned.

16. Other provisions

Dutch law applies to the provisions of the privacy statement and all disputes arising therefrom.