

The logo for ibs.works, featuring the text "ibs.works" in a blue sans-serif font inside a light gray teardrop-shaped background.

ibs.works



IBS bv

Privacy Policy

EN version April 2020



PRIVACY POLICY

This is the Privacy Policy of IBS B.V. (hereinafter referred to as "IBS", "WE", "US" or "OUR"), a company with the address Papendorpseweg 100, in Utrecht. This Privacy Policy explains how we collect, use, share and protect data relating to our services. We collect this information when you use our services and when you provide us with personal data. We process personal data in a manner that is compliant with the General Data Protection Regulation (the "GDPR"), the implementing legislation based on the GDPR and other privacy legislation currently in force.

Our Privacy Policy applies to everyone who uses our services or provides us with personal data. By using our services, you understand and agree to the collection and use of data according to this privacy policy.

1. Which data do we collect?

- We collect personal data that you provide us with. For example, the following data:
 - Name and address data
 - Personal data necessary for the proper functioning of (salary) administrative systems
 - Data relating to knowledge, education, competencies, skills
 - Data relating to work experience and employment history
 - Other relevant data which are important in connection with seconding or matching a candidate to a suitable position or vacancy
- We collect data that is collected through our websites and/or provided to us.

2. Purposes of data processing

By using our services, you provide us with certain data, IBS collects and processes these data to make our services accessible. The personal data will not be provided to third parties unless IBS is obliged to do so by law or regulation. By providing your data in connection with the (possible) completion of orders with third parties, the data will be provided accordingly. By providing the data, you consent to this.

3. How is this data shared?

We will not rent or sell your (personal) data to third parties, unless you give us permission to do so or in order to comply with a legal obligation.

4. Legal request and prevention of damage

In response to a legal request (such as a search warrant, court order or subpoena), we have the right to access your data and store and/or share it. We also have the right to store and/or share your data when we believe it is necessary to detect, prevent and raise concerns about fraud or other illegal activities and to protect ourselves, you and others. Information we receive about you may be accessed, edited and



stored for a longer period of time when this is necessary due to a legal request or obligation, an investigation regarding our terms, policies or to otherwise prevent damages.

5. Security and safety

IBS has taken appropriate technical and organisational measures to protect your data against any form of unlawful processing.

6. Storage period

In accordance with the GDPR and other relevant legislation, IBS shall not store personal data longer than necessary for the purposes for which they were collected or processed. If you would like more information on how long your specific personal data are stored, please contact info@ibs.works.

7. Right of access, rectification, right to object and right to data portability

If you want to inspect your personal data, change or delete your data, or if you want to have all or part of your personal data transferred to you or to a third party, you can contact IBS by sending an e-mail to info@ibs.works or by sending a letter to:

IBS B.V.
Papendorpseweg 100
3528 BJ, Utrecht

If you object to the way in which we handle your data, you can lodge a complaint with the Personal Data Authority.

8. Changes

IBS may change or update this Privacy Policy from time to time. You are therefore advised to consult this Privacy Policy regularly. Adjustments to this Privacy Policy take effect from the time they are published on our website.

9. Contact

If you have any questions about this Privacy Policy, you can contact IBS by sending an e-mail to info@ibs.works