



Privacy Statement CROP Interim Services B.V.

Actively Provided Personal Data

Where and why do we store personal data?

We store and retain your personal data in a database of CROP Interim Services B.V. for a standard period of 24 months if you are a candidate. We store your personal data for the execution of our services, which consist of mediation, secondment and execution of recruitment & selection activities. In other words: trying to link you to future employers or clients (therefore for both permanent recruitment activities and interim recruitment activities).

You may at any time access, modify, transfer your data to another party or have them deleted. To do so, please send an email to interim@crop.nl. If you submit such a request to us to amend, transfer to another party or delete your data, we will do so within one month at the latest.

The type of data we use from you is contact details such as: address details, telephone number and email details in order to stay in touch with you, your CV and information we have taken from your CV, such as work experience and training and education received, interview reports of contact moments and reports of actions we have taken that are appropriate to our services.

Our database complies with all (ISO) certifications that are required within the framework of privacy legislation, and can only be viewed by employees of CROP Interim Services B.V. as well as the Processor with whom CROP Interim Services B.V. has concluded a Processing Agreement.

If you are a business relation/client of CROP Interim Services B.V., we will store your contact details in our database in order to be able to maintain a business relationship with you. Contact details are data like company name and address, sector information, names of relevant contact persons within the organisation and their job titles. If you, as a business relation/customer of CROP Interim Services B.V., do not want us to store and retain your details, you can send us an e-mail with the request to adjust, delete or transfer the details to another party. Our e-mail address is interim@crop.nl.

When do we collect your personal data?

We collect your information as soon as you enter or leave your details on our website, or otherwise register or are registered to make use of our services.

We may also collect data from you if you have placed them on public websites (such as job boards like LinkedIn, Monster, etc.) which may indicate that you might be interested in work related services. In that case, we may contact you to see whether you might be interested in registering with us in accordance with our terms and conditions and with due observance of this Privacy Statement.



With whom do we share your personal data?

CROP Interim Services B.V. can share your details with other companies in the execution of our tasks. Think of clients of CROP Interim Services B. V. to whom we would like to introduce you (with your permission). Your permission is not part of a contract, but is necessary for the execution of our services. If in the future something does not go as agreed with the processing of your data and you cannot solve the matter with us, you can refer the matter to the Dutch Data Protection Authority.

We may also share your personal data within the entities belonging to the CROP organisation, its clients, suppliers that provide services or carry out engagements on its behalf, government bodies and other business relations. And in all other cases in which we may be obliged to do so, for example by a court order or a court ruling.

We will process your data in:

- Yellow Yard
- Exact Online

Personal data will be provided on the basis of a legitimate interest, legal obligation and/or in the performance of the contract in accordance with the objectives of our company, as stated under the heading "WHERE AND WHY DO WE STORE YOUR PERSONAL DATA?".

How long do we retain your personal data?

If you have been identified by us as a candidate in our database, we will retain your data for a maximum period of 2 years (24 months) after the last meaningful contact moment. A meaningful contact moment is a contact moment in which you have approached or written us, or a moment in which we have approached you from our side, or a situation of successful recruitment and/or placement at one of our clients.

If you are a business relation/client of CROP Interim Services B.V., some data like your name and contact details will be retained as long as they are relevant for the purpose for which they have been recorded/stored and/or there is a legal or other obligation. The business contact details will be adjusted or deleted if they are no longer relevant.

Amendments

CROP Interim Services B.V. can make changes, additions or amendments to its Privacy Statement from time to time for various reasons. The most up-to-date version of our Privacy Statement can at all times be viewed on the website of CROP Interim Services B.V (<https://crop.nl/interim-services>).