

Privacy declaration

In this privacy statement we explain how we handle your personal data: what we collect and what we use it for. We also explain how you can view, change or delete your data. We think it is important that you are well aware of this and recommend that you read this statement carefully.

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DICE ICT BV and privacy

DICE ICT BV processes your personal data because you use our services and/or because you provide them to us yourself.

Personal data is carefully processed and secured by us. In doing so, we adhere to the requirements of privacy legislation. This means, for example, that we:

- **clearly state** for what purposes we process personal data. We do this when we request your personal data and via this privacy statement;
- first ask you for explicit permission to process your personal data in cases where your permission is required;
- **restrict the collection of personal data** to only the personal data that are necessary for the purposes for which they are processed. If we request more information than is necessary, we will only do so with your explicit permission. In that case, we will clearly explain to you why we request this additional information;
- **do not pass on your data to third parties** unless this is necessary to be able to provide the requested service or when we are legally obliged to do so;
- when we share your data, make arrangements with third parties to, among other things, ensure that it is not used for other purposes;
- **take appropriate security measures** to protect your personal data and also require the same from parties that process personal data on our behalf.

Use of personal data

When using our website and/or services leave certain information with us. That can be personal data. We do not always process all the data below. That depends on which functionalities of our website you choose to use.

Personal data

Depending on the functionalities you use, we may process the following personal data about you:

- resume
- e-mail address
- function
- date of birth
- sex
- information that you enter yourself in an open field,
- age
- Name and address details
- educational attainment
- phone number
- questions you ask us and/or reports you pass on to us

Personal data per functionality

We make a distinction in the collection of personal data into three categories and we collect the following personal data per category from the above personal data:

Visitors and users of the website

When you visit our website, we collect information related to the type of device, browser and how you use our website. This information helps us to improve the website, for your ease of use and to provide you with the best possible service.

We process the information;

- With your permission
- To properly implement the agreement and/or terms of use that we have agreed with you.

Read [here](#) what information we collect.

Read [here](#) what the retention periods of your personal data are.

Applicants and freelancers who are looking for a position and / or assignment

If you want to use our services as a secondment agency and/or are looking for an assignment, we ask you to provide the following personal data, which we keep with your permission during the application and/or mediation procedure.

- resume
- e-mail address
- date of birth
- sex
- information that you enter yourself in an open field,
- age
- Name and address details
- educational attainment
- phone number
- questions you ask us and/or reports you pass on to us

We process the information;

- To properly implement the agreement and/or user conditions that we have agreed with you
- To comply with a legal obligation
- On the basis of a legitimate interest that is in accordance with or arises from the stated purposes (why do we process personal data), we do this on the basis of a careful assessment and balancing of interests
- In limited cases: with your permission, where this is possible and you can freely give this permission. (If you are under the age of 16, we need the consent of your parents (or the person with parental responsibility)).

Read [here](#) what the retention periods of your personal data are.

Business relations

We process personal data of persons who work for companies with which we do business (1) to make offers for and/or provide information about the service and other activities, (2) to maintain a business relationship and (3) to conclude and maintain the contract.

We process the following personal data for business relationships:

- e-mail address
- function
- information that you enter yourself in an open field,
- phone number
- questions you ask us and/or reports you pass on to us



We process the information;

- To properly implement the agreement and/or user conditions that we have agreed with you
- To comply with a legal obligation
- On the basis of a legitimate interest that is in accordance with or arises from the stated purposes (why do we process personal data) we do this on the basis of a careful assessment and balancing of interests
- Based on your consent.

Read [here](#) what the retention periods of your personal data are.

Special personal data

Our website does not intend to collect data about website visitors who are younger than 16 years old. Unless they have parental or guardian permission. However, we cannot check whether a visitor is older than 16. We therefore advise parents to be involved in the online activities of their children, in order to prevent data about children being collected without parental consent. If you are convinced that we have collected personal information about a minor without that consent, please contact us at: requests@dice-ict.nl, we will delete this information.

Backup of (personal) data

We make backups of our IT systems so that we can restore them in the event of a security incident. We are also obliged to properly secure and recover your personal data.

We learn from security incidents at other organizations and realize that despite our best efforts, such a situation can also happen to us. If there is a security indicator or if an IT system crashes, we will recover our data, including your personal data. We will then review all requests to delete personal data and ensure that we do not restore any personal data that we are not allowed to possess.

Provision to third parties

We pass on the information you provide to third parties, if this is necessary for the provision of the service(s) you have requested. For example, we are a partner of various suppliers to whom we can, at your request, provide data for the delivery of products and/or services.

When we provide your data to a third party, we ensure (with an agreement) that your data is not used for other purposes. We also agree that your data will be deleted as soon as it is no longer needed.

Furthermore, we will not provide the information you provide to other parties, unless this is required by law. For example, it is possible that the police request data from us in the context of fraud investigations. In that case, we are legally obliged to provide your data.



Profiling and cookies

DICE ICT BV uses functional, analytical and tracking cookies. A cookie is a small text file that is stored in the browser of your computer, tablet or smartphone when you first visit this website. DICE ICT BV uses cookies with a purely technical functionality. These ensure that the website works properly and that, for example, your preferred settings are remembered. These cookies are also used to make the website work properly and to optimize it.

In addition, we place cookies that keep track of your surfing behavior so that we can offer customized content and advertisements. On your first visit to our website, we already informed you about these cookies and asked for permission to place them. You can opt out of cookies by setting your internet browser so that it no longer stores cookies. In addition, you can also delete all information that has previously been stored via the settings of your browser. For an explanation, see: [https://veiliginternetten.nl/themes/kalender/cookies-wat-zijn-het-en-wat-doe-ik- with it/](https://veiliginternetten.nl/themes/kalender/cookies-wat-zijn-het-en-wat-doe-ik-with-it/)

Cookies are also placed on this website by third parties. These are, for example, advertisers and/or social media companies. Below an overview:

Cookie: Google Analytics Name: `_ga`

Function: Analytical cookie that measures website visits Retention period: 2 years

Cookie: Google Analytics Name: `_gat`

Function: Analytical cookie that measures website visits Retention period: Session

Cookie: Google Analytics Name: `_gid`

Function: Analytical cookie that measures website visits Retention period: Session

Cookie: Google Analytics Name: `collect`

Function: Analytical cookie that measures website visits Retention period: Session

Cookie: Mono Name: `_cfscheid`

Function: Necessary cookie to make basic functions of the website usable and to allow access to secure areas of the website. The website cannot function properly without this cookie.

Retention period: 1 year

Use for marketing purposes

When we use your personal data for marketing purposes (for example newsletters), you can always unsubscribe. You can easily unsubscribe by using the unsubscribe link in our newsletter.

It is also possible to unsubscribe via the contact form on www.dice-ict.nl to pass it on to us.

Secure and keep

We take appropriate security measures to limit misuse of and unauthorized access to your personal data. We have an information security policy for this. In this way we ensure that only the necessary persons have access to the data, that access to the data is protected and that our security measures are regularly checked.

We do not keep the data longer than necessary. We use a standard retention period of 2 years. This means that we will delete your data 2 years after it has been provided. We will inform you if a different retention period applies. Exceptions to this are the data that we have to keep for longer because the law obliges us to do so.

CVs are deleted immediately after application procedures. We are only prepared to keep it for a maximum of one year with your explicit permission.

Third Party Websites

This statement does not apply to third-party websites that are linked to our website. We cannot guarantee that these websites handle your personal data in a reliable or secure manner. Always read the privacy statement of this website before using the relevant website, for more information about how they handle your data.

minors

If you are 16 years or younger, you may only use our website under the supervision of your parents or legal representatives. See also the section Special Personal Data.

Changes to this privacy statement

We may change this privacy statement from time to time. It is recommended that you consult this privacy statement regularly.

Access, correction, change and deletion of your data

You have the right to view, correct or delete your personal data. In addition, you have the right to withdraw your consent to the data processing or to object to the processing of your personal data by DICE ICT BV and you have the right to data portability. This means that you can submit a request to us to send the personal data we have about you in a computer file to you or another organization mentioned by you. You can request access, correction, deletion, data transfer of your personal data or request to withdraw your consent or objection to the processing of your personal data send to requests@dice-ict.nl. To ensure that the request for access has been made by you, we ask you to send a copy of your proof of identity with the request. Make your passport photo, MRZ (machine readable zone, the strip with numbers at the bottom of the passport), passport number and Citizen Service Number (BSN) black in this copy. This is to protect your privacy. We will respond to your request as soon as possible, but at least within four weeks.

Personal Data Authority

Of course we are happy to help you if you have complaints about the processing of your personal data. If you nevertheless cannot come to an agreement with us, you also have the right under privacy legislation to file a complaint with the privacy supervisor, the Dutch Data Protection Authority. You can contact the [Personal Data Authority](#).

Entry into force

This (renewed) privacy statement came into effect on May 1, 2020.

Read more:

- [Terms and Conditions](#)