

PRIVACY POLICY SMULDERS SITE

INTRODUCTION

In the exercise of its activities, SMULDERS GROUP NV processes various data, both commercial - as Personal Data.

SMULDERS GROUP NV values your privacy and takes the protection of personal data very seriously. This Privacy Policy describes the policy of SMULDERS GROUP NV, and the main measures taken regarding the privacy of the users of the website and potential candidates for this Jobsite. Furthermore, this Privacy Policy describes what Personal Data we process from you, on what basis, why and how long we keep it. This Privacy Policy also informs you of your rights and how to exercise them.

DEFINITIONS

Scope

This Privacy Policy applies to all users and potential candidates of this Jobsite.

Controller

SMULDERS GROUP NV, with registered office at Hoge Mauw 200, 2370 Arendonk, Belgium with company number BE 0533.835.144 as well as its affiliated companies, is the controller of your Personal Data. When processing your Personal Data, we will respect the Belgian data protection regulations, as well as the General Data Protection Regulation ("GDPR"). SMULDERS GROUP NV, as the controller, will always process all Personal Data in a transparent, proportionate, and lawful manner and only for the purposes listed in this Privacy Policy.

For more information in connection with the processing of your personal data, you can always contact our privacy responsible at privacy@smulders.com.

1. What Personal Data is processed?

We collect and process various Personal Data from the users of our website and the candidates for the Jobsite. These include the following Personal Data:

- a. If you are a user of our web site:
 - Information about your computer or mobile device and your visits and use of the Website, including your IP address, operating system, browser type and geographic location.
- b. If you contact us via the contact form:
 - Personal identification data, such as first and last name, mobile phone number, e-mail address.
 - Other information that you provide to us in the field 'How can we help you?'

No sensitive Personal Data is processed through this Jobsite.

2. Why is this Personal Data being processed and what is the legal basis for the processing?

Your Personal data is processed for the purpose of providing you with information and responding to your questions.

Your Personal data will only be accessible by our own staff and the Website host.



Transfer to third parties

SMULDERS GROUP NV transfers Personal Data to the following (categories of) recipients:

- Processors that provide statistical research and analysis.
- Processors providing hosting of the Website, related databases, and Cloud computing.

Together, we make every effort to adequately secure your Personal Data.

Your Personal Data will not be sold, rented, distributed, or otherwise made commercially available to third parties except as described above or with your prior consent.

On rare occasions, we may be required to disclose your Personal Data pursuant to a court order or to comply with other mandatory laws or regulations.

3. Duration of processing?

The Personal Data of the users will be kept for a maximum of six months.

4. What are your rights?

Right to be informed and right of access

You have the right to access your Personal Data free of charge at any time, as well as the use we make of your Personal Data in accordance with the applicable provisions.

Right of rectification, erasure, and restriction

You are free to choose what Personal Data to share with us. In addition, you always have the right to request us to rectify, supplement or delete your Personal Data.

You cannot oppose the processing of Personal Data necessary to support our recruitment and selection processes and the data we are required to keep and process about you by law.

You may also request to restrict the processing of your Personal Data.

Right of Objection

You also have a right to object to the processing of your Personal Data for severe and legitimate reasons.

Right of data portability

You have the right to obtain your Personal Data processed by us in structured, common, and machine-readable form and/or to transfer it to other responsible parties in accordance with the applicable provisions.

Right to withdraw consent

To the extent that the processing is based on your prior consent, you have the right to withdraw that consent.

Rights related to automated decision-making including profiling

The processing of your Personal Data does not include profiling, nor will you be subject to automated decisions by us.

Exercise of your rights

You can exercise your rights by contacting our privacy responsible at privacy@smulders.com.

5. Complaints

If you have a question or complaint, please contact us asap: privacy@smulders.com

You also have the right to file a complaint with the Data Protection Authority:

Drukpersstraat 35, 1000 Brussels,

tel. +32 (0)2 274 48 00, fax +32 (0)2 274 48 35,

e-mail: contact@apd-gba.be.



6. Security measures

We have security measures in place to prevent and manage the destruction, loss, modification, unauthorized access, or data breach as well as any other unauthorized processing of such Personal data.

7. Varia

SMULDERS GROUP NV may change its corporate structure by changing its legal form by merger, acquisition, and sale. In such transactions, Personal Data will be transferred in accordance with this Privacy Statement and applicable data protection laws.

8. Cookies

For the proper functioning of this Jobsite, we use cookies. Cookies are small text files that are placed on a PC and read by a browser. See our cookie policy.

9. Social Media

Our website contains links to other sites: Facebook, LinkedIn, YouTube, and Instagram. Please note that SMULDERS GROUP NV is not responsible for the privacy practices of these sites or of its customers. We encourage you to read the privacy statements of each website that collects personally identifiable information.

10. Captcha

SMULDERS GROUP NV uses the hCaptcha security service (hereinafter "hCaptcha") on our website. This service is provided by Intuition Machines, Inc., a Delaware US Corporation ("IMI"). hCaptcha is used to check whether user actions on our online service (such as submitting a login or contact form) meet our security requirements. To do this, hCaptcha analyses the behaviour of the website or mobile app visitor based on various characteristics. This analysis starts automatically as soon as the website or mobile app visitor enters a part of the website or app with hCaptcha enabled. For the analysis, hCaptcha evaluates various information (e.g. IP address, how long the visitor has been on the website or app, or mouse movements made by the user). The data collected during the analysis will be forwarded to IMI. hCaptcha analysis in the "invisible mode" may take place completely in the background. For more information about hCaptcha's privacy policy and terms of use, please visit the following links: <https://www.hcaptcha.com/privacy> and <https://www.hcaptcha.com/terms>.

11. Varia

If one or more clauses of this Privacy Statement is declared partially or fully void or non-binding by a judicial intervention, this will in no way affect the validity of the remaining clauses or the validity of the entire Privacy Statement. If SMULDERS GROUP NV wishes to modify or replace the clause(s) in question, the modified or new clause must be as close as possible to the clause(s) declared invalid or non-binding.

SMULDERS GROUP NV's failure to require strict compliance with the provisions of this Privacy Statement shall not be construed as any waiver or repudiation thereof.

12. Applicable law

Any dispute or claim relating to the processing of Personal Data and Privacy Statement or any information contained herein shall be governed by Belgian law and shall fall within the exclusive jurisdiction of the courts and tribunals of Antwerp (Belgium).

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