

Privacy Policy

Date of last modification: October 10th 2023

At Labour Power Company we take your privacy seriously. This Privacy Policy provides you with information on how we collect and process your personal data when you visit our website or get in touch with us. In this Privacy Policy we also inform you about your rights as a data subject.

We do not collect any of your personal data beyond what is described in this policy. We do not process personal data in a way that contradicts the purpose for which the personal data was obtained. When processing your personal information, we will comply with the rules of the General Data Protection Regulation (GDPR).

Who handles your personal data?

Controller

Labour Power Company B.V. is located at Penningweg 25, 4879 AE Etten-Leur, the Netherlands. Our registration number at the Dutch Chamber of Commerce is 76677370.

We are the Controller with respect to any personal data that you provide us. This means that we determine the purposes and means of the processing of your personal data.

(Sub-)processors

We (may) make use of (sub-)processors. (Sub-)processors only process personal data limited to the extent that it is necessary for them to complete their specific task or service. We only provide your personal data with relevant protection measures in place. Those measures can be: a data processing agreement to ensure confidentiality; technical measures to ensure security while transferring the data; the obligation for the (sub-)processor to use all information in accordance with applicable privacy legislation and to not use the data for its own purposes.

Transfer outside the European Economic Area

We may transfer your personal data to a country outside the European Economic Area or international organization. In these scenarios we will ensure that the

appropriate, suitable and required safeguards and transfer mechanisms shall be in place

This means a transfer may take place on the basis of an adequacy decision by the European Commission. In case of the absence of such an adequacy decision, we will use the standard contractual clauses in our contracts or other appropriate safeguards for the transfer of personal data to third countries as provided by the European Commission.

Why and how do we process your personal data?

We process your personal data for the below mentioned purposes. In these circumstances we require the data to best provide you with our services. We might share your personal information with one of our processors for the same purpose. If we want to process your personal data beyond this purpose, we will ask for your explicit consent.

Your personal information will not be distributed to anyone else for any purpose.

Automatically logged information when visiting our website

On our website we use web analytics tools from third parties (Google Analytics and Hotjar) to help analyze how users use our site and improve the website. These tools use 'cookies', which are text files placed on your computer, to collect standard internet log information and visitor behavior information.

We and third parties use cookies to:

- Enable functionalities of our website (session, technical and functional cookies);
- Analyze the use of the website and to make the website more user-friendly on that basis (analytical cookies);

We collect the following personal data:

- IP address;
- Information about your use of our website (such as visited pages and clicks);
- Device type and browser;

- Location (country and city);
- Landing page;
- Screen resolution;
- Requests and responses sent from and to your device.

Google may transfer the collected information to third parties when legally required. We have no influence on this. We will never allow Google to use the gathered analytics information for other Google services or purposes.

Disabling and enabling cookies

When you first visit our website you can choose which cookies we place. Only cookies that are necessary for the functioning of our website will always be turned on.

If you do not want to have cookies stored on your computer or want to remove cookies that have already been stored, you can arrange this via the settings screen in your browser settings. The adjustment of these settings differs per browser.

Contact us

If you want to reach us, you can do so using our contact form on the website. To provide you with the best service we ask you for the following information:

- Name;
- Email address;
- Phone number;
- And of course the message you leave us.

We keep this information as long as necessary to communicate with you. Feel free to let us know your favorite drink so we can provide you with a warm welcome when you visit us.

Job applications

When you submit a job application with us we ask you for the following information:

- Name;
- Phone number;
- Email address;
- CV (optional);
- Cover letter (optional).

If your application is unsuccessful, we delete your information after 4 weeks. We may ask you for consent to store your information for one year to inform you when relevant jobs open up.

Your rights as a data subject

Under the GDPR, you have a number of rights as a data subject. This chapter of the privacy policy states your data subject rights and how you can invoke these rights.

The right of access

You have the right to access the personal data we process of you and retain a copy of this data.

The right to rectification

If your personal data is incorrect, you have the right to ask us to rectify your personal data. We will rectify your personal data accordingly.

The right to erasure ('to be forgotten')

If you want us to delete your personal data, you have the right to request us to delete your personal data. We will delete your personal data, unless we have a legal obligation to keep processing your personal data.

The right to restrict processing

If you are of the opinion that the processing of your personal data is unlawful, or your personal data is incorrect, or you require the personal data for legal claims after the retention period, or you have objected to the processing of your personal data, you can request us to restrict your personal data. In this case we cannot process your personal data unless you grant us permission. We will not delete your personal data. If you wish for your personal data to be deleted, you must submit an erasure request.

The right to data portability (when processing under consent or performance agreement)

You can request us for an export of all the personal data that is processed by Labour Power Company. We will provide you with an export of your collected and processed personal data.

The right to object to processing.

You have the right to object to our processing of your personal data, under certain conditions as provided in Article 21 of the GDPR.

If you wish to make use of your data subject rights as mentioned in this paragraph, please send your request via the contact form on the website. We may require you to send proof of your identity to ensure your request concerns your data.

Security

We have taken appropriate technical and organizational security measures in order to protect your personal data against loss, misuse, alteration and/or destruction. Although we exercise reasonable care in providing secure transmission of information between your equipment and our systems, we cannot ensure or warrant the security of any information transmitted to us over the internet. Access to relevant personal data is only granted to those authorized employees who require access to the relevant personal data for performance of their work.

Contacting Labour Power Company

If you have any questions or complaints about this privacy statement, this site, or you wish to make use of your rights as a data subject, you can contact us via our contact page.

You may also lodge a complaint at the Dutch DPA: [Autoriteit persoonsgegevens](#).