

# Newpeople | Privacy Statement (2024)

Your privacy is of utmost importance for Newpeople. We would like to inform you via our Privacy Statement about the way we handle the collection of personal data.

## General Information / Identity

This Privacy statement applies to the website and other internet initiatives of Newpeople International B.V. Chamber of Commerce number: 34240015, Newpeople Interim Management B.V. Chamber of Commerce number: 34285127, Newpeople Executive Search B.V. Chamber of Commerce number: 68838972 and Newpeople Detachering B.V. Chamber of Commerce number: 68839030

Website: [www.newpeople.nl](http://www.newpeople.nl). Telephone number: +31 (0) 20 570 20 30. Company address: Haparandadam 45, 1013 AK Amsterdam. Postal address: Haparandadam 45, 1013 AK Amsterdam. E-mail: [hello@newpeople.nl](mailto:hello@newpeople.nl)

## Personal data that we process

Newpeople processes the minimum required personal data about you that are necessary for our service. Below you will find an overview of the personal data that we process:

### **From candidates & interim professionals**

- Public profile information of social media and public sources (Linkedin and other public data sources)
- First and last name, e-mail address, telephone number, place of residence
- Curriculum vitae (CV), information about your work experience and information about education, training, internships, provided by yourself to us
- Information about short-term availability and leave as far as relevant
- Other information that is or may be important in the assessment of your suitability as a potential candidate for a vacancy. For example salary (indications), information from interviews, possible references and testimonials. All information we collect from you is always provided on a voluntary basis.

### **Additionally: at the moment that an (interim) professional starts working as an employee or in assignment for or with Newpeople:**

- Data related to the administration and / or personnel administration, name and address details, identification, diplomas, if necessary BSN number
- Possibly VAT number, address and location, timesheets and incoming and outgoing invoice details
- In addition, we sometimes process data for our clients in the context of a pre-employment screening (PES). Specifically for this screening, data can be requested such as Declaration on Behavior (VOG) and training statements. Provisions of this information are always on a voluntary basis.

### **From contacts and clients**

- Name, address, location, email address, telephone number, function
- Contact moments and appointments

## Collection of information

As a thought leader in the world of (Digital) Marketing, Transformation and Leadership Newpeople advises and inspires corporates and scale-ups in building and expanding digital teams and fulfilling vacancies in the field of

data / crm, e-commerce, digital development, online marketing and multichannel marketing. Newpeople helps to make the right match: from professionals to managers, directors and executives.

Newpeople collects and processes data exclusively for the execution of recruitment services, including job placement (recruitment and selection, executive search, interim assignments) and recruitment projects that we carry out under the company name or brand name of our clients.

**For mediation purposes:**

- To assess suitability and availability in connection with mediation to permanent or temporary work or assignment
- To be able to provide information or to be able to make offers about our services and other activities directly related to this
- To maintain a mediation relationship
- For sending newsletters and invitations for relevant events

**With regard to contacts and clients:**

- To be able to make offers and / or to provide information about our services and other related activities
- In maintaining and establishing a business relationship
- To be able to record an assignment and to implement a proper administration and record and follow-up of appointments

## Newpeople processes your personal data for the following purposes

Newpeople passes on data from candidates & interim professionals to contact persons and clients and vice versa. Newpeople also shares personal data in all cases where we are legally obliged to do so. Newpeople provides exclusively to third parties and only if this is necessary for the implementation of our agreement with you or to comply with a legal obligation. Newpeople only shares information with clients when you have given an oral agreement.

## Where are your details stored?

We store your data in a CRM/ATS system. Newpeople takes appropriate technical and organizational measures to secure your personal data against loss or any form of unlawful processing. Additionally, Newpeople will not retain your personal data longer than necessary. Newpeople will process your personal data in a fair and careful manner, in accordance with GDPR legislation.

## View, modify or delete data

You have the right to view, correct or delete your personal data. Data obtained with permission can also be withdrawn again. You can send a request for access, correction or deletion to [louise.paulussen@newpeople.nl](mailto:louise.paulussen@newpeople.nl). In order to ensure that the request for access has been made by you, we ask you to send a copy of your identity document with the request. In this copy we ask you to blacken your passport photo, MRZ (machine readable zone, the strip with numbers at the bottom of the passport), passport number and citizen service number (BSN). This is to protect your privacy. Newpeople will respond as soon as possible, at your request. In addition, you always have the option to delete your cookies either on our website or via the browser.

## How long we store data

Newpeople does not retain your personal data longer than legally permitted and necessary for the realization of the purposes for which your data are processed. The duration for which certain data are retained depends on the nature of the data and the purposes for which they are processed. The retention period may therefore vary per purpose.

## Mapping website visit

Newpeople only uses technical and functional cookies, as well as analytical cookies that do not infringe your privacy. A cookie is a small text file that is stored on your computer, tablet or smartphone when you first visit this website. The cookies we use are necessary for the technical operation of the website and your ease of use. They ensure that the website works properly and remembers, for example, your preferences. We can also optimize our website with this. You can opt out of cookies by setting your internet browser so that it does not store cookies anymore. In addition, you can also delete all information previously saved via the settings of your browser.

## Special and/or sensitive personal data that we process

Our website and / or service does not intend to collect data about website visitors who are younger than 16 years. Unless they have permission from parents or guardians. However, we can not check if a visitor is older than 16. We encourage 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 this consent, please contact us via [louise.paulussen@newpeople.nl](mailto:louise.paulussen@newpeople.nl), we will delete this information.

## Right to lodge a complaint with the Authority for Personal data

You have the right to submit a complaint to the Authority for personal data if you do not agree with the use of your personal data.

## Security

Newpeople takes the protection of your data seriously and takes appropriate measures to prevent misuse, loss, unauthorized access, unwanted disclosure and unauthorized modification. If you feel that your details are not properly secured or there are indications of abuse, please contact [hello@newpeople.nl](mailto:hello@newpeople.nl).

Newpeople complies with the legislation regarding e-mail advertising. If we already have your email address, and you have not logged off, we will continue to send you information. You can always unsubscribe directly.

When you receive telephone communication, you can always indicate that this is not desirable.

## Change of privacy statement

Newpeople may change the terms of this privacy statement at any time, provided that users are informed on the Newpeople website.