

# Privacy Policy

Compliance with the General Data Protection Regulation (GDPR / AVG)

At NLForce, accessible from our website, one of our main priorities is the privacy of our visitors and applicants. This Privacy Policy document outlines the types of information that is collected and recorded by NLForce and how we use it, in compliance with the General Data Protection Regulation (GDPR / AVG).

## 1. Information We Collect

When you interact with our website, submit an application, or contact us through our forms, we may collect personal information including, but not limited to:

- **Personal Identification:** First name, last name, email address, phone number.
- **Professional Details:** CV/Resume, technical certifications, employment history, and cover messages.
- **Technical Data:** IP address, browser type, device information, and standard web log details for analytics and security purposes.

## 2. How We Use Your Information

NLForce collects and processes your personal data for the following specific purposes:

- To contact you regarding project opportunities, open applications, and service inquiries.
- To match candidate profiles, technical certifications, and CVs with industrial project scopes.
- To manage customer and partner relationships.
- To comply with statutory and legal obligations in the regions where we operate (Benelux & DACH).

### 3. Legal Basis for Processing

We process personal data based on the following legal grounds:

- **Consent:** You have given clear consent for us to process your personal data for a specific purpose (e.g., submitting an open application or contact form).
- **Contractual Necessity:** Processing is necessary to execute pre-contractual measures or contractual obligations with our partners and specialists.
- **Legal Obligation:** Processing is necessary to comply with applicable laws and regulatory requirements.

### 4. Data Retention

We retain your personal data and application documents (such as CVs and certificates) only for as long as necessary to fulfill the purposes for which they were collected, or as required by applicable employment and tax laws. If you submit an open application, we store your profile in our talent network to match you with future projects, unless you request its deletion.

### 5. Data Sharing & Third Parties

NLForce does not sell, trade, or rent your personal information to third parties. We may share relevant technical profiles or anonymized CVs with trusted project partners and clients solely for project assignment purposes, and only after your explicit approval.

## 6. Your Rights Under GDPR

Under European data protection laws, you have the following rights regarding your personal data:

- **Right of Access:** You have the right to request copies of your personal data held by us.
- **Right to Rectification:** You have the right to request that we correct any information you believe is inaccurate or incomplete.
- **Right to Erasure (“Right to be Forgotten”):** You have the right to request that we erase your personal data, under certain conditions.
- **Right to Withdraw Consent:** You have the right to withdraw your consent for data processing at any time.

To exercise any of these rights, please contact us directly via email.

## 7. Security of Your Data

We value your trust in providing us with your personal information and utilize appropriate technical and organizational security measures to protect it against unauthorized access, loss, or alteration.

## 8. Contact Us

If you have any questions about this Privacy Policy, wish to withdraw your consent, or want to exercise your data protection rights, please contact us directly via our official communication channels or through our website contact form.