

PRIVACY POLICY

This document describes how your personal and/or organizational data is processed by ACTRA Project Staffing BV, trading as ENJERRY (hereafter referred to as "ENJERRY"), through its website <https://enjerry.com> (hereafter referred to as the "Portal").

We collect, use, and share personal and/or organizational data to operate the ENJERRY Portal. ACTRA Project Staffing BV, trading as ENJERRY, registered with the Chamber of Commerce in Eindhoven under number 17232475, is responsible for data processing in the sense of the General Data Protection Regulation (GDPR). By using the Portal, you agree to the General User Agreement and conditions of this Privacy Policy.

If you create an account with ENJERRY as a professional, then:

- your profile, as a whole or summarized, may be shared with potential clients, whereby only logged-in organizations can see your name and contact you;
- your personal information and settings are used to link your profile to relevant assignments and organizations;
- you will receive notifications, including relevant assignments, changes in terms and conditions, status updates, and newsletters;
- you accept that ENJERRY uses cookies and Google Analytics to monitor and optimize the performance of its websites to achieve the best possible user experience;
- you are aware that ENJERRY does not share your personal data with third parties, except where required by law

USE OF INFORMATION FROM ENJERRY

Use of personal and/or organizational data of other registered users of ENJERRY that you have collected on the Portal may only be used for responses to a specific placement or expression of that other registered user and not for sending advertising and/or for collecting and further processing personal and/or organizational data of individuals and/or organizations who have not given permission for it. ENJERRY may prevent messages sent via the Portal through automated means to hinder the spread of spam.

Your personal or organizational data to third parties

ENJERRY may grant selected third parties access to the interim job postings you have placed in order to allow them to promote your posting on their website. If your posting contains personal or organizational data, this data may be part of (the part of) your posting that is visible on the relevant website. Without your consent, we will not sell or rent your personal and/or organizational data to third parties for marketing purposes. We may disclose personal and/or organizational data to certain third parties (such as the police, the judiciary and rights holders) to comply with legal obligations or a court order, or if necessary for the prevention, detection or prosecution of criminal offenses (such as fraud, deception or scams) or necessary for the enforcement of our policy or necessary in the interest of protecting the rights and freedoms of others. If we become involved in a merger or acquisition, we may share your personal and/or organizational data with another company. We will inform you about this in a timely manner. In addition, we may engage third parties who process data for us under strict security and confidentiality conditions, solely for the purposes determined by us as described in this privacy policy.

USE OF COOKIES

When you visit Portal, one or more cookies may be used. Cookies are small files that a website leaves on your computer. Portal instructs the web browser you use to view websites (such as Internet Explorer, Safari, or

Mozilla Firefox) to store these cookies on your computer. We use "session cookies" to facilitate navigation on the website and "persistent cookies" to save user settings. The ease of use of Portal is thus optimized for you. Persistent cookies are used to provide more targeted information on Portal and to collect information for targeted communication purposes, such as providing service information about our products and services and targeted marketing. You have the option to receive a warning when a cookie is placed and/or to refuse cookies. You can do this by adjusting your web browser settings. Please refer to your web browser's manual for instructions. However, you will no longer be able to use all of Portal's features. The validity of the cookie is up to 60 days. Cookies cannot damage your computer or files on your computer.

USE OF GOOGLE ANALYTICS

ENJERRY uses Google Analytics to monitor and optimize the performance of Portal in order to achieve the best possible user experience. We have enabled IP anonymization in Google Analytics to ensure that we do not store your IP address with Google.

COLLECTING DATA

When you use Portal, we collect and process the following (personal) data:

- For visitors who have created an 'ENJERRY account' (registered users), we collect and process login data, information about assignments, information about work experience (in addition to filled-in tasks and responsibilities, fulfilled job and assignment names and also names of current and former employers and clients), educational data, any bids on interim assignments, name, and, as far as provided, postal code, country (if applicable), telephone number, calling options and payment options for paying freelancers and/or clients;
- For all visitors to Portal, we collect and process standard information about internet usage, statistics on page views, traffic to and from ENJERRY;
- For freelancers and principals who communicate via Portal, we collect IP addresses and email addresses;
- For participants in promotional activities, we collect and process name and address details, email address, and submissions for the relevant promotion;
- For people who visit Portal or send a message to ENJERRY via Portal, we collect and process IP address, name, email address, PC operating data, hardware data such as screen size of the device (for the purpose of 'responsive design' to improve the user experience on a smartphone) and the question or comment;
- In response to reports, we may process information about disputes between freelancers and clients and/or advertisers (including personal and/or organizational data) and information about alleged infringements of intellectual property rights and other unlawful acts.

PURPOSES OF PROCESSING DATA

Your data is used for the following purposes:

- Providing our services, such as making an online platform available on Portal for stakeholders in the field of interim management (freelancers, clients, forums, overviews of useful links, company presentations, if you participate in them);

- Promoting safe contact through ENJERRY and following up on tips and/or reports regarding illegal activities via Portal;
- Responding to user inquiries;
- Registering reports of disputes and (alleged) infringements of intellectual property rights and promoting dispute resolution;
- Providing (personal) data to certain third parties (such as the Police, Judiciary, and rights holders) if we see fit based on legislation or this Privacy Policy;
- Enforcing compliance with our Terms of Use;
- Collecting fees;
- Measuring interest in ENJERRY's services and promoting user-friendliness of the website;
- Informing users about our own services and updates;
- Making targeted offers and sending our own advertising messages and any other purposes specifically described at the time of collecting the information.

ACCESS, MODIFICATION AND DELETION

Only by logging in, you can access your settings and view, modify, or delete your personal and/or organizational information. If you have forgotten your password, you can request a new one here. Alternatively, in accordance with the Dutch Personal Data Protection Act and as of May 25, 2018, the General Data Protection Regulation (GDPR), you can contact your Talent Community Manager to access your personal and/or organizational information that is stored and not directly accessible on Portal. If your information is factually incorrect or incomplete, or if it is not relevant for the purposes for which we process your data, you can request us to modify or delete it. We delete personal and/or organizational information when it is no longer needed for the above-mentioned purposes. We retain personal and/or organizational information as long as legally permissible for dispute resolution, enforcing our policies, and preventing malicious actions.

After you have definitively terminated your ENJERRY account and you no longer have any obligations towards ENJERRY, such as fees owed to ENJERRY, your profile will be cleansed of personally identifiable information within 30 days after termination. For example, your name, work experience, and contact information will be removed. However, we are obligated to keep invoices sent to you in our records.

Only when the freelancer applies for a job, can the principal download the CV with contact details, but only after logging in and being known to us. Be aware of what you publish on the internet via Portal. Therefore, we recommend that freelancers carefully review their visible profile through their account settings after logging in and registering.

SECURITY

We take various technical and organizational measures (including encryption, passwords, physical security) to secure your personal and/or organizational data against loss or any form of unauthorized access, unauthorized disclosure, or otherwise unlawful processing. However, we cannot guarantee complete security.

FINALLY

We may amend this privacy policy at any time. The changes will become effective immediately. We recommend that you regularly review this privacy policy.

If you have any questions about this privacy policy, please contact us through our contact page.

This privacy policy was updated on September 1st, 2023.
ACTRA Project Staffing BV