

COOKIE STATEMENT

HC GROEP B.V.
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COC 17260502

1. MAPPING YOUR VISIT OF OUR WEBSITE

A. Cookies

- i. A cookie is a small text file that is stored by the browser of your computer, tablet or smartphone when you first visit this website.
- ii. HC Groep B.V. uses different types of cookies:
 - a. Functional cookies: These are cookies with a purely technical functionality. These ensure that the website works properly, so that it can, for example, remember your preferred settings. Using these, we can also optimize our website and the services through our website.
 - b. Analytic cookies by third parties: These cookies can keep track of your online behaviour. These cookies are used by Google Analytics.
 - c. Tracking cookies: These cookies are placed by an external party. By reading these cookies the advertiser recognizes you when you visit a site in which he is also involved. If you continue browsing, personalized ads can be shown. These cookies can also keep track of your online behaviour, which may result in a very specific profile being built by these parties. This profile can be so detailed that it is considered personal data.

B. Cookie notification and what to do when you don't like cookies

- i. Your cookie settings were set by you on your first visit to our website. All non-functional cookies can be denied per category. Placement of cookies, other than functional or anonymous analytical cookies, takes place only after an active action by you as a visitor. You can change your settings at any time via our website

2. COOKIE OVERVIEW

A. Cookie name, cookie type, cookie function and the retention period

- i. The different types of cookies that the HC Groep B.V. website uses are shown in the table below.
- ii. On hcgroep.com, there are a total of 26 different cookies. The following cookies are placed on the visitor's hard drive when you visit the HC Groep B.V. website:

B. Cookie table

Name	Type(s)	Cookies	Duration
Cloudflare	Functional	__cfduid	1 months

Cloudflare is a platform that improves the performance and security of websites. These cookies identify and track the user, among other things to run a load balancer and a bot manager. A cookie is also used to determine whether web traffic is trusted.

3. GOOGLE ANALYTICS

A. Google

- i. Through our website cookies are placed by a little company called Google. These cookies are part of the "Analytics" service. We use this service to investigate how you as a visitor use our website. Google makes insightful reports about this for us.
- ii. Google may provide this information to third parties if Google is legally obliged to do so, or if third parties process the information on behalf of Google. HC Groep B.V. has no influence on this.

B. Privacy settings

- i. By means of this cookie statement we inform you about the use of this type of cookie.
- ii. HC Groep B.V. has concluded a processor agreement with Google.
- iii. The information that Google collects is anonymized as much as possible. We used IP-masking, so that your location is not traceable.
- iv. We prohibited Google to use the gathered data for other products and services by Google companies (like e.g. AdWords and DoubleClick)

4. NEW DEVELOPMENTS AND UNFORESEEN COOKIES

- i. Our website can be modified at any time due to continuous developments. This also applies to our cookie statement. It is advisable to regularly review the cookie statement to stay informed of any changes.
- ii. On the website, use can be made of content that is hosted on other sites and that is accessible on our website by means of a certain code (embedded content). Think for example of YouTube videos. These codes often use cookies. However, we have no control over what these parties do with their cookies.

5. DELETE COOKIES?

- i. You must delete your cookies yourself, if you wish. To do this, go to your internet browser, for example Google Chrome, Internet Explorer or Safari. You can also set your internet browser to notify you when a website uses cookies. You then decide every time whether you want to give permission for this. If you want to know more about this, you can use the help function of your browser.

6. THIRD PARTIES' WEBSITES AND AMENDMENTS

A. This privacy and cookie statement does not apply

- i. To websites of third parties that are linked to on our website. It is not possible for HC Groep B.V. to guarantee that these third parties handle your personal data in a reliable and secure manner. However, HC Groep B.V. is committed to ensuring the same level of security of your data.
- ii. Always consult these websites' privacy statement before using these websites.
- iii. This cookie statement is subject to change. When it is changed, you will be asked again to give permission to place the modified cookies. The current version of this cookie statement is 20200716.

7. ACCESSING, ADJUSTING OR DELETING YOUR DATA

A. Your rights

- i. You have the right to
 - a. access your personal data,
 - b. request an adjustment of your data
 - c. request that less of your data be processed by us,
 - d. apply for the removal of your data,
 - e. have your data transferred to someone else and
 - f. file a complaint as described in article 6.
- ii. If you have any questions or comments about the way HC Groep B.V. processes your data, please send them to privacy@hcgroep.com.
- iii. HC Groep B.V. wants to be sure that the request has been made by you. That is why we kindly ask that you, along with your request for access, correction or removal, send us a copy of your ID. To protect your privacy, HC Groep B.V. asks you to **black out** your photo, MRZ (machine readable zone, the strip with numbers at the bottom of the passport), document number and citizen service number/social security number in this copy.
- iv. HC Groep B.V. will respond to your request as soon as possible, but at least within four weeks.

8. RIGHT TO COMPLAIN

A. Internal handling

- i. If you have any complaints about the processing of (personal) data, HC Groep B.V. would like to clear the air with you in mutual consultation. Please send your complaint to privacy@hcgroep.com.

B. Data Protection Authority

- i. Based on the General Data Protection Regulation, you have the right to submit a complaint to your own Data Protection Authority about our processing of your personal data. You can contact the lead supervisory authority of HC Groep B.V., which is the Dutch DPA (Autoriteit Persoonsgegevens). For more information on your right to complain, please visit the Dutch DPA's website: <https://autoriteitpersoonsgegevens.nl/en>.