

COOKIE STATEMENT

PERSONNEL SEARCH IT RECRUITMENT B.V.
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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. Personnel Search IT Recruitment 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. CHANGE COOKIE SETTINGS

- 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

C. LEGAL BASIS OF DATA PROCESSING

- i. Functional cookies: The basis for processing functional cookies is the legitimate interest of Personnel Search IT Recruitment B.V.. The interest of Personnel Search IT Recruitment B.V. is based on the need to ensure proper functioning of the website. However, the user's interest in maintaining his or her privacy is not exceeded, as functional cookies do not collect personal data that can be used for marketing or other purposes.
- ii. Analytical and tracking cookies: The basis for processing analytical and tracking cookies concerns the consent given to Personnel Search IT Recruitment B.V.}. This article provides that the processing of personal data is only allowed if the data subject has given his or her unambiguous consent. The requested consent gives you, the user, control over your personal data and provides transparency on how this data is used.

2. COOKIE OVERVIEW

A. COOKIE NAME, COOKIE TYPE, COOKIE FUNCTION AND THE RETENTION PERIOD

- i. The different types of cookies that the Personnel Search IT Recruitment B.V. website uses are shown in the table below.
- ii. On personnelsearch.nl, there are a total of 63 different cookies. The following cookies are placed on the visitor's hard drive when you visit the Personnel Search IT Recruitment B.V. website:

B. COOKIE TABLE

Name	Type(s)	Cookies	Duration
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Addthis	Tracking, Analytical	loc	1 years
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Addthis	Tracking, Analytical	uvc	1 years
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AddThis ensures that a share button appears, so that the page in question can be shared across many platforms.

Bing	Tracking, Analytical	MR	1 weeks
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Bing	Tracking, Analytical	MUID	1 years
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Bing	Tracking, Analytical	SRM_B	1 years
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Bing uses different cookies. Collected user data is specifically adapted to the user or device. The user can also be followed outside of the loaded website, creating a picture of the visitor's behavior.

Clarity	Tracking	_clk	1 years
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Clarity	Tracking	_clsk	22 hours
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Clarity	Tracking	ANONCHK	End of session
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Clarity	Tracking	CLID	1 years
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Clarity	Tracking	MR	1 weeks
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Clarity	Tracking	MUID	1 years
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Clarity	Tracking	SM	End of session
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These cookies are set by Clarity. Information is collected about how the website visitor uses the website. This makes it possible to check what exactly the visitor clicks on, so that the website can be optimised on the basis of this information.

DoubleClick	Tracking	test_cookie	End of session
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DoubleClick uses cookies to recognize the visitor, also on other websites, for advertising purposes. Personalized advertisements can be offered through tracking. The behavior of the visitor with the personalized advertisement can also be investigated. Your behavior can be mapped using this cookie.

Elfsight	Analytical	_p_hfp_client_id	End of session
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The cookie ensures that the correct number of visitors or users is displayed to the website owner.

Facebook	Tracking	_fbp	3 months
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Facebook	Tracking	c_user	End of session
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Name	Type(s)	Cookies	Duration
Facebook	Tracking	fr	3 months
Facebook	Tracking	xs	End of session

Facebook uses different cookies. Collected user data is specifically adapted to the user or device. The user can also be followed outside of the loaded website, creating a picture of the visitor's behavior

Google	Tracking	__Secure-3PAPISID	End of session
Google	Tracking	__Secure-3PSID	End of session
Google	Tracking	__Secure-APISID	End of session
Google	Tracking	__Secure-HSID	End of session
Google	Tracking	__Secure-SSID	End of session
Google	Tracking	_gcl_au	3 months
Google	Tracking	1P_JAR	End of session
Google	Tracking	APISID	End of session
Google	Tracking	HSID	End of session
Google	Tracking	NID	End of session
Google	Tracking	SAPISID	End of session
Google	Tracking	SID	End of session

These cookies are set by Google. They are used for analytical purposes and to collect data on the use of Google services. These insights enable both Google and the website owner to improve services and the website. Google also uses the data collected for personalised advertising purposes. The interactions and preferences are stored per visitor. This data processing takes place in the United States of America.

Google Analytics	Analytical	_ga	2 years
Google Analytics	Analytical	_ga_MJFVTXZWJ7	2 years
Google Analytics	Analytical	_gac_UA-47802757-1	3 months
Google Analytics	Analytical	_gat_UA-47802757-1	End of session

Name	Type(s)	Cookies	Duration
Google Analytics	Analytical	_gid	22 hours
These cookies are set by Google Analytics. These cookies give us a better picture of visitor behaviour on the website. This is used to improve the user experience on the website. This processing takes place in the United States of America.			
Google Analytics (anon.)	Analytical (anonymous)	__utma	2 years
Google Analytics (anon.)	Analytical (anonymous)	__utmb	End of session
Google Analytics (anon.)	Analytical (anonymous)	__utmc	End of session
Google Analytics (anon.)	Analytical (anonymous)	__utmt	End of session
Google Analytics (anon.)	Analytical (anonymous)	__utmz	6 months
These cookies are set by Google Analytics. This measures how many users visit the website, and how they use the website. Your IP address is masked, keeping you anonymous as a visitor.			
Google reCAPTCHA	Functional	_GRECAPTCHA	6 months
This cookie is set by Google and is used to distinguish between humans and bots. This is beneficial for the website to create accurate reports on website usage.			
Hotjar	Analytical, Tracking	_hjAbsoluteSessionInProgress	End of session
Hotjar	Analytical, Tracking	_hjFirstSeen	End of session
Hotjar	Analytical, Tracking	_hjid	1 years
Hotjar	Analytical, Tracking	_hjIncludedInPageviewSample	End of session
These cookies are set by Hotjar. They provide analysis and feedback of the website based on the user's visit. In this way it is possible to adapt the website to the wishes of the visitors.			
LinkedIn	Functional, Analytical, Tracking	AnalyticsSyncHistory	1 months
LinkedIn	Functional, Analytical, Tracking	bcookie	1 years
LinkedIn	Functional, Analytical, Tracking	bscookie	1 years
LinkedIn	Functional, Analytical, Tracking	lang	End of session

Name	Type(s)	Cookies	Duration
LinkedIn	Functional, Analytical, Tracking	li_gc	6 months
LinkedIn	Functional, Analytical, Tracking	li_sugr	3 months
LinkedIn	Functional, Analytical, Tracking	lidc	22 hours
LinkedIn	Functional, Analytical, Tracking	ln_or	23 hours
LinkedIn	Functional, Analytical, Tracking	UserMatchHistory	1 months

These cookies are placed by LinkedIn and investigate which pages the user of the website visits. In addition, the cookies ensure that the visitor can share information with others via LinkedIn.

Realtime bidding	Tracking	__atuvc	1 years
Realtime bidding	Tracking	__atuvs	End of session

Are placed by an advertising platform. The cookies placed are constantly changing and may contain personal data. Certain areas on the website are reserved for displaying advertisements. The RTB platform holds a fully automated auction for the advertising surfaces. With Real Time Bidding, advertisers bid against each other to eventually get the opportunity to offer an advertisement to a specific website visitor. The amount of the bid is based on the properties that can be attributed to the website visitor. The winning buyer's ad will be displayed on the site within 100 milliseconds.

Site Cookies	Functional	PHPSESSID	End of session
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These cookies keep up data entered on the website, so that the use of the website is easier for the user. This may include login data, data that is entered on forms and saving preferences.

3. GOOGLE ANALYTICS

A. GOOGLE

- i. A cookie from Google is set via our website. These cookies are part of Google Analytics. We use this service to examine how you, as a visitor, use our website and Google produces insightful reports on 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. Personnel Search IT Recruitment B.V. has no influence on this.
- iii. You can read here (<https://policies.google.com/technologies/partner-sites?hl=en>) how Google uses your personal data and for what purposes it is used.

B. PRIVACY SETTINGS

- i. Through this cookie statement, we inform you about the use of Google Analytics.
- ii. Personnel Search IT Recruitment B.V. has entered into a processing agreement with Google;
- iii. Google Signals is used. This feature gives us greater insight into the behaviour of our visitors on different devices;
- iv. Data collected is linked to other Google services;
- v. Your IP address is anonymised so that your location is not traceable.

4. THIRD PARTIES` WEBSITES AND AMENDMENTS

- i. This cookie statement does not apply to third-party websites linked to our website. It is not possible for Personnel Search IT Recruitment B.V. to guarantee that these third parties handle your personal data in a reliable and secure manner. However, Personnel Search IT Recruitment 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. A known third party is Google, read here (<https://business.safety.google/privacy/>) they also handle personal data.
- iv. 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 20240915.

5. 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 Personnel Search IT Recruitment B.V. processes your data, please send them to info@personnelsearch.nl.
- iii. Personnel Search IT Recruitment 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, Personnel Search IT Recruitment B.V. asks you to cover 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. Personnel Search IT Recruitment B.V. will respond to your request as soon as possible, but at least within four weeks.

6. RIGHT TO COMPLAIN

A. INTERNAL HANDLING

- i. If you have any complaints about the processing of (personal) data, Personnel Search IT Recruitment B.V. would like to clear the air with you in mutual consultation. Please send your complaint to info@personnelsearch.nl.

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 Personnel Search IT Recruitment 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>.