

Privacy Policy HuizingHarvest Recruitment | Global AG Jobs

We take your privacy very serious and will process, store and use your data in a safe way. We have drawn up privacy rules (hereafter called: "Privacy Statement"), which contents you can read below. We recommend you to read this carefully.

1. Who is and what does HuizingHarvest Recruitment and Global AG Jobs do?

HuizingHarvest Recruitment and Global AG Jobs services collects personal data as supplied by you (hereinafter called: "Personal Data"), so we can advise and assist you in the field of your career, including finding a new job, but also in the field of talent analysis, talent development and talent management. Your data may be internally linked to one or several vacancies by our Global Ag Jobs services. These services, including our website (s), are called "Service" hereinafter. HuizingHarvest Recruitment and Global AG Jobs are registered trademarks and a protected trade names. The mark, the trade name and other assets of HuizingHarvest Recruitment and Global AG Jobs, including the databases, are licensed conditionally to HuizingHarvest Recruitment and Global AG Jobs by the owner HuizingHarvest BV, established at Phileas Foggstraat 76, 7825 AM Emmen, The Netherlands and is registered at the Chamber of Commerce under no. 55340547. In the performance of its service we makes use of agents and associates. All parties involved act in compliance with this Privacy Statement.

2. What information HuizingHarvest Recruitment and Global AG Jobs collect? How will we use it?

We will collect data about you, both personal data (such as your name and contact details) and also sensitive personal data (such as information in your CV). The personal data and sensitive personal data will be stored, processed, used and disclosed by us in the following ways:

- To provide our recruitment services to you and to facilitate the recruitment process
- To assess data about you against vacancies which we judge may be suitable for you
- To send your information to clients in order to apply for jobs or to assess your eligibility for jobs
- To enable you to submit your CV, apply online for jobs or to subscribe to alerts about jobs we think may be of interest to you
- To market our, full range of recruitment services to you (permanent, temporary, contract, outplacement and recruitment process outsourcing services)
- To enable us to develop and market other products and services and where you have consented to being contacted for such purposes
- To improve our customer service and to make our services more valuable to you (including tailoring our website and our group companies websites when you log on to enrich your personal online experience)
- To send you details of reports, promotions, offers, networking and client events and general information about the industry sectors which we think might be of interest to you where you have consented to being contacted for such purposes
- To answer your questions and enquiries
- To third parties where we have retained them to provide services that you or our client have requested, such references, qualifications and criminal reference checking services, verification of the details you have provided from third party source, psychometric evaluation or skill test
- To regulatory or law enforcement agencies if we believe in good faith that we are required by law to disclose it in connection with the detection of crime, the collection of taxes or duties, in order to comply with any applicable law or order of a court of competent jurisdiction, or in connection with legal proceedings

From time to time we may seek your consent to process, use or disclose your information for any other purpose not listed above. We reserve the right to transfer your information to a third party in the event of a sale, merger, liquidation, receivership or transfer of all or substantially all of the assets of our company provided that the third party agrees to adhere to the terms of this Privacy Policy and provided that the third party only uses your Personal Data for the purposes that you provided it to us. You will be notified in the event of any such transfer and you will be afforded an opportunity to opt-out.

Sending us information over the internet

Your information is held on servers hosted by us or our Internet Services Provider. The transmission of information via the internet is not completely secure. Although we will do our best to protect your personal data, we cannot guarantee the security of your data transmitted to our site; any transmission is at your own risk.

Automatically generated information

We also collect information on your surfing behavior being generated automatically during the use of our Service and our websites. This information contains among others your IP-address (the number of your computer which enables to identify your computer), the date of filling in the Personal Data and "cookies". As far as this information is used by HuizingHarvest Recruitment and Global AG Jobs, it will always be anonymously.

3. What are cookies and how are they used by HuizingHarvest Recruitment and Global AG Jobs?

For the implementation of the Service we make use of cookies that are stored on your computer by your browser. Cookies are small pieces of information which our server sends to your browser with the intention that this information will be sent back to our server in a subsequent visit. These small files are stored on the hard disk or in the memory of your computer. Cookies cannot damage your computer or the files on your computer.

In the cookies information is stored (such as the setup of your PC, preferences specified by you and the leads and discussions to which you are subscribed) for facilitating a subsequent use of the service. This information contains, apart from your IP address, no name or address data nor any other Personal Data. You can set your browser such way, that you will receive no cookies during the next use of the Service. In that case it might happen that you cannot make use of all opportunities of the Service or that you have no access to (parts of) the Service. For more information on these functions, you can best seek your browser instructions or the help key of your browser. If you want to make use of cookies, make sure that you log out before leaving a public computer.

Google Analytics

The websites of HuizingHarvest Recruitment and Global AG Jobs make use of Google Analytics, a web analysis service offered by Google Inc. ("Google"). Google Analytics uses cookies in order to help analyzing the website(s) who users are using the site. The information generated by the cookies about your use of the website (including your IP-address) is forwarded to – and stored by Google on servers in the United States. Google uses this information to monitor how you use the website, to report on the website activity for website operators and to offer other services in relation to website activities and the use of the internet. Google may provide this information to third parties if Google is legally obliged to this end, or as far as such third parties process the information on behalf of Google. Google will not combine your IP address with other information being at their disposal. You can refuse to use cookies by choosing the appropriate settings at your browser. We would like to remind you, however, that you might not be able to benefit all opportunities of this (these) website(s), our Service in that case. Making use of this website you give permission for the processing of information by Google in the manner and for the purposes as described above.

4. For which purposes we will use your data?

- To grant the Service to you;
- To send you information on the services;
- To draw up anonymous statistical data and to make the Service safer;
- To provide your information to third parties based on the legal obligations;
- In order to adapt and improve the Service.

We use automatically generated data for statistical purposes as well as for security and improvement of the website (s) and the Service. This information can be supplied to third parties so far as they are completely anonymized and cannot be linked to you personally. No Personal Data are supplied.

Use by third parties

Without your explicit permission we will not provide third parties with your Personal Data, not even for direct marketing purposes (for example for sending you special offers). We are allowed to provide third parties with your data as far as this is necessary for the granting the service to you and/or as far as these data cannot be linked to you personally (such as automatically generated information, not being your IP address). Finally, we can provide your data to third parties if this is required on the basis of legal provisions, or as a result of a trial and/or if one considers it to be necessary to protect one's own rights.

5. In which way HuizingHarvest Recruitment and Global AG Jobs protects your Personal Data?

We will process your Personal Data in a proper and careful manner, in accordance with the Dutch law. HuizingHarvest Recruitment and Global Ag Jobs requires that you provide the data marked with an asterisk (*). It is not required to have the data completed not marked with an asterisk (*). We will take appropriate technical and organizational measures in order to protect your Personal Data against loss or against any form of unlawful processing.

We will not keep the Personal Data longer than necessary, at which HuizingHarvest Recruitment and Global AG Jobs strives for a constructive, long-term relationship. However, you can deactivate your data at any time or having them removed by us.

6. Forwarding outside the EU

As far as the personal data are forwarded to third parties in accordance with this Privacy Statement, and these third parties are established outside the European Union, forwarding of data only takes place if that country ensures an appropriate security level, or, if forwarding is necessary for the implementation of the agreement or agreements between you and HuizingHarvest Recruitment and Global AG Jobs, or for taking pre-contractual measures in response to a request from you and which are necessary for the conclusion of an agreement. By using our Service you give your active consent to forward the data, within this framework, outside the European Union.

7. Company transfer

It may happen that one or more parts or assets of the owner of HuizingHarvest Recruitment and Global AG Jobs are transferred to a third party or that we merges with a third party. In this case also your Personal data can be transferred. In the event of transfers uniform conditions apply. If the conditions however unexpectedly change in your disadvantage, your consent will be asked first. If desired you can have your data deactivated or having them removed by us.

8. Access to and correction of your Data

You can have access to (the processing of) your Personal Data or having them revised. In order to do so, you have to log in on your personal profile via our website(s). Any changes can be implemented here.

Regarding your Personal Data which cannot be found in your profile, for example an IP address, you can always turn to us - with reasonable intervals - with the request to inform you whether your Personal Data are processed. We have to inform you within four weeks in writing whether your Personal Data are processed. Subsequently you can ask us to improve, to complete, to remove or to block Personal Data if they are in fact incorrect, for the purpose or the purposes of processing incomplete or irrelevant or otherwise processed contrary to a legal regulation. The request contains the changes to be made. We will inform you within four weeks after receipt of the request in writing whether or to what extent one complies with the request. A refusal will be reasoned. Obviously an order for improvement, completion, removal or blocking will be carried out as soon as possible.

On removal of Personal Data we will only keep an anonymous copy of the data for the archive. As your Personal Data were also made available for third parties who used the Service, we are not able to remove your data from their systems. In this case you will have to request these third parties themselves to remove the data.

If you do or do not wish to receive information anymore from us or from a third party, you can change your preferences by logging in on your profile and change your settings.

9. How far reaches the responsibility of HuizingHarvest Recruitment and Global AG Jobs?

This Privacy Statement solely applies to Personal Data that have been obtained via the websites used by HuizingHarvest BV. The website(s) may contain links to other websites of third parties. We do not accept any responsibility nor liability for (the operation and/or content of) websites or services of third parties.

10. Are minors allowed to make use of HuizingHarvest Recruitment and Global AG Jobs?

Principally we are intended for persons at the age of 18 (eighteen) or older. If you are under the age of 18 (eighteen) you are not allowed to make use of the Service. By agreeing with this Privacy Statement, we suppose that you are really 18 (eighteen) years old or older.

11. Can this Privacy Statement be altered?

This Privacy Statement can be altered. The changes are publicly made available on the Website.

12. Any questions?

If you still have questions about this Privacy Statement you can always contact us , for example by sending an e-mail to info@globalagjobs.com or info@huizingharvestrecruitment.com.