

Privacy Statement Behaav B.V.

This privacy statement applies to the processing of personal data by Behaav B.V. (from here on Behaav).

Processing of personal data by Behaav

We are committed to ensuring that our services are open, honest and transparent. In this context we think it is important that you know exactly which personal data Behaav collects and for what purposes we use this personal data. In this privacy statement we describe this in a clear way. Behaav guarantees that your personal data will be collected, used and deleted carefully and in accordance with the laws and regulations, in particular the General Data Protection Regulation (GDPR).

This privacy statement may change from time to time if new developments warrant it. We therefore advise you to regularly check the privacy statement for any changes. The most current privacy statement can be found on our website: <https://behaav.com/>.

This privacy statement was last modified on: May 31st, 2023

What do we use your personal data for?

Your personal data will be processed by Behaav in accordance with the DPA (Dutch Data Protection Organization) and will only be processed for the purposes for which it was collected and if we have a valid legal basis for doing so.

1. Execution of agreements

a. Purpose of processing

Personal data necessary for carrying out services or offering our products.

b. Legal basis

The legal basis on which we process this personal data is based on the contractual relationship we have.

2. Recruitment

a. Purpose of processing

The personal data necessary to determine whether a candidate matches a job offer. This may be either for Behaav itself or on behalf of a contractor engaged by Behaav for this purpose.

b. Legal basis

The legal basis on which we carry out this processing is based on consent of the potential candidate/applicant. If applicable, we will ask for additional consent in order to keep personal data for a longer period of time. This may be the case if there is currently nothing suitable for the data subject, for example.

3. For marketing activities

a. Purpose of processing

Personal data necessary for carrying out (targeted) marketing activities.

b. Legal basis

The legal basis on which we carry out this processing is based on consent given by the data subject.

4. For website optimization

a. Purpose of processing

Behaav uses technology services 'Google Analytics' and 'Hotjar' to better understand the needs of website users and to optimize the service and experience. Hotjar inventories user behavior and stores this information in a pseudonymized user profile.

b. Legal basis

The legal basis on which we carry out this processing is the necessity of the legitimate interests of Behaav in relation to the processing of personal data for marketing purposes.

c. Processing through third parties.

Data obtained by Behaav through third parties are not covered by the rights listed below. With respect to personal data that third parties collect about you, you can exercise your rights directly towards these third parties.

5. Handling of information

a. Purpose of processing

Personal data necessary to handle inquiries or requests.

b. Legal basis

The legal basis on which we carry out this processing is based on the consent you give at the time you send us a message via the contact form.

6. Relationship management

a. Purpose of processing

Personal data necessary in the context of informing existing and/or potential customers, clients, suppliers or other interested parties regarding our services or the products we offer.

b. Legal basis

The legal basis on which we carry out this processing is based on consent obtained or because you already are a customer of ours and we may inform you about new products or services on this basis.

With whom does Behaav share your data?

Your personal data is only shared with third parties if this is necessary for the performance of our services or if you use one of our products. In addition, we share data if we have a legal obligation to do so. If legally permitted, we will always inform you in advance about with whom your data will be shared. We conclude a processing agreement with all parties engaged by us to process personal data.

How is your personal data secured?

To protect your personal data against unlawful processing, Behaav uses technical and organizational security measures appropriate to the personal data to be protected. The measures we use are always aimed at securing your personal data in a way that is adequate in relation to the personal data to be protected..

How long does Behaav keep your personal data?

Our basic principle is that we do not retain personal data longer than necessary to achieve the intended purpose, unless we are required by law to use a different retention period..

- If you send us an e-mail or ask a question via our contact form, the data you send us will be kept as long as is necessary, according to the nature of the form or the content of your e-mail, for it to be fully answered and processed;
- Data for marketing activities will be kept for up to 1 year after contact has been made in the context of offering products or services..

Transfer of personal data to third countries or international organizations

Behaav only transfers personal data to third countries or international organizations outside the European Economic Area ("EEA") if there is a legal basis for doing so. If personal data is processed by us outside the EEA, we always do so in line with the legal requirements imposed on it.

Access, change, delete or block personal data

Within the DPA, you have the following rights:

- Right to information and inspection (Articles 13, 14 and 15 in the DPA);

You may view and, if necessary, change your own personal data. If you wish to inspect the personal data that Behaav has obtained about you, you may exercise your right of inspection by submitting a request to Behaav.

- Right to rectification (article 16 DPA);

If you wish to make changes to your personal data resulting from the inspection request, you can submit a request to Behaav to change this data. You can request Behaav to update, correct, delete or block your data.

- Right to data erasure ('right to oblivion') (article 17 DPA);

You may request that Behaav erase personal data. This applies if:

- a. The processing is no longer necessary for the purposes for which they were collected or otherwise processed;
- b. The processing is based on consent and you withdraw your consent;
- c. There are legitimate objections to the processing;
- d. The personal data would have been processed unlawfully.

- Right to data erasure ('right to oblivion') (article 17 DPA);

If you suspect that Behaav is processing your personal data unlawfully, you may request that the processing be restricted.

- Right to data portability (article 20 DPA);

If the processing of your personal data is based on consent or necessity for the performance of the contract, you have the right to obtain your personal data. Behaav will provide them in a structured and standard format. In this way, you can transfer your data to another processor.

- Right to object (article 21 DPA);

If you have any objection to the processing of your personal data, you have the right to object to the processing..

To exercise your rights, please send a request to legal@behaav.com. We will respond to your request within four weeks. The period can be extended by 2 months, taking into account the complexity and number of requests. You will be notified of such an extension.

Questions

If you have any questions about the way Behaav processes your personal data, you can ask them to legal@behaav.com. If this does not lead to the desired result, you can submit a complaint to the national supervisory authority, the Dutch Data Protection Authority. You can reach them via the following link: <https://autoriteitpersoonsgegevens.nl/en/about-the-dutch-dpa>

Contactgegevens

Company name	Behaav B.V.
Address	Europalaan 400
Location	3526 KS Utrecht
Phone	+31(0)85 0043 53 2
Email	legal@behaav.com