

1. Introduction

Delta Team collects and processes data from visitors to its website, job seekers, temporary workers, self-employed persons, customers, suppliers and its business relations (hereinafter collectively referred to as 'you'). With this privacy statement, Delta Team aims to inform you about the way in which we handle and protect the data provided or to be provided by you (and/or your device).

At the bottom of the privacy statement you will find the date of the last update. Delta Team will announce any substantial changes on its website.

Delta Team is responsible for the processing of your personal data and thus fulfils the role of 'controller' in accordance with the Portuguese Data Protection Regulation (GDPR).

What does Delta Team do?

Delta Team provides a wide range of services, including the recruitment of candidates, the provision of flexible labour and advising on and conducting labour management.

Categories of (personal) data

What categories of (personal) data can Delta Team collect/process with regard to your person and/or the information requested by Delta Team?

a. Processing (personal) data of visitors to the website and registrants

When you visit the Delta Team website, Delta Team collects and processes your (personal) data and that of the device you use to access the website.

Delta Team may collect (technical) data by means of cookies, log files or similar techniques. Cookies are small files that can be placed on the device used to visit the Delta Team website. With the help of these cookies, the displayed web page can be tailored to the device (and software) used to visit the website, and the user's web browser can keep track of which web pages have been visited, thereby enhancing the user experience of the website.

When you visit the Delta Team website, Delta Team may process the following (technical) data:

1. Information about the browser you use and the type of device you use to access the website
2. Your operating system
3. The domain name
4. Language
5. Type platform
6. Date and time of your visit to the website
7. The websites or forums that referred you to the Delta Team website
8. Data relating to searches on the Delta Team website

A number of web pages on the Delta Team website contain contact forms that allow you to provide additional (personal) data to Delta Team. This information will then be processed by Delta Team.

Google Analytics

Delta Team uses Google Analytics cookies on its website to increase and improve the quality and effectiveness of its website. Delta Team has agreed with Google that the cookies placed by Google on your device only process (personal) data for the benefit of Delta Team, and are not processed for the benefit of (other services of) Google or third parties.

Tracking cookies

Delta Team uses tracking cookies that are placed by a third party. Permission is requested for the placement of these tracking cookies. The information that Delta Team collects by means of tracking cookies will be used in a targeted manner to be able to make specific offers.

b. Processing of (personal) data of the customer, supplier or business relation

Delta Team collects and processes (personal) data of its customers, suppliers or business relations who work with Delta Team. The following (personal) data may be processed by Delta Team in this context:

1. Name
2. Contact Details

3. Company information
4. Personal data provided directly by you
5. Data that must be processed on the basis of laws and regulations

For verification purposes and for the benefit of its business processes, Delta Team may use other sources - such as the trade register - to collect and process data relating to its customer, supplier or business relation, in order to combat - among other things - (identity) fraud, money laundering or unauthorised financing.

Processing purposes of customer personal data

Delta Team collects and processes the personal data of its customers for the following purposes:

No.	Does	Basis for processing
1.	To make offers and/or provide and exchange information about and for the purpose of the service	Delta Team's legitimate interest
2.	For the assessment of the suitability and availability of participants and candidates	Delta Team's legitimate interest

Transfer of (personal) data by Delta Team to third parties

Delta Team will only share (personal) data with third parties for a limited number of purposes, as described in this privacy statement. These include:

1. sharing information to enable third-party service providers to assist or support Delta Team in its services;
2. enable Delta Team to comply with its obligations under laws and regulations, or to respond to lawful or judicial requests addressed to Delta Team;
3. secure Delta Team's rights vis-à-vis contracting parties, relations or third parties;
4. protection of the rights and freedoms of citizens or third parties;
5. enable suppliers, administrative service providers, financial service providers, technology service providers, and carefully selected third parties to support Delta Team in verifying, validating, improving information and (personal) data.

The (personal) data collected by Delta Team may be passed on to the following parties:

1. You (when you request access to the data obtained from you)
2. Delta Team branch offices
3. Financial service providers such as accounting firms
4. Email Service Providers
5. Administrative Software Providers

Although Delta Team requires - and in some cases contractually imposes on - its service providers and trading parties - that these parties process the (personal) data in accordance with Delta Team's principles and principles in the performance of their work, Delta Team is not responsible for the actions of these parties or the manner in which these parties process (personal) data.

In the event that Delta Team is acquired by or merges with a third party, Delta Team has the right to provide your (personal) information in connection with this merger, acquisition, sale or change of management. In the unlikely event of bankruptcy, suspension of payments, reorganization, or other circumstances as a result of which the control within Delta Team shifts beyond the power or control of the board on the basis of laws or regulations, Delta Team cannot guarantee the manner in which your (personal) data is processed. **Protection of your (personal) data**

The security of your personal data is important to Delta Team. Delta Team has put in place technical and organizational measures to protect the information you have provided to us. Although Delta Team strives to fully protect your data, it is possible that third parties - beyond the influence of Delta Team - unlawfully gain access to or intercept your (personal) data. Delta Team cannot guarantee the security of the personal data you transmit to Delta Team. If you submit personal data to Delta Team, you are aware of this risk. Delta Team will inform you of a breach when this is necessary on the basis of laws and regulations or in the opinion of Delta Team.

Transfer of (personal) data to third countries

Delta Team does not send your (personal) data to countries outside the EU, unless this is necessary to achieve the purpose for which the (personal) data was collected. In that case, Delta Team will ensure that your (personal) data is processed in accordance with the applicable laws and regulations.

Retention periods

Your (personal) data will be stored for a certain period of time insofar as this is necessary for the purpose for which the personal data were collected.

To determine which deadlines are specifically used for each processing, Delta Team uses the following guidelines:

1. Delta Team applies retention periods with a maximum duration based on laws and regulations. For example, customer and transaction data will be kept for a maximum of two years, unless there is an obligation to keep this data for a longer or shorter period of time;
2. Delta Team applies retention periods with a minimum duration based on laws and regulations. For example, financial data is kept for at least seven years for tax purposes.

The rights you can exercise

You can adjust the way in which (technical) data is collected or used by the Delta Team website via the settings of your web browser. Users who choose to reject all cookies from Delta Team's website may experience more problems with the website's functionalities. For more information about Delta Team's handling of cookies, please refer to our cookie statement.

In principle, you have the right to submit a request to Delta Team for access to your (personal) data. In addition, in a number of cases, you have:

1. A right to rectification or deletion of your (personal) data
2. A right to submit a request to cease the processing of your (personal) data (for example, because Delta Team would no longer need this (personal) data to fulfil the purpose of the processing)
3. The right to object to the processing of your (personal) data (with regard to, for example, direct marketing and if you no longer wish to receive marketing communications from Delta Team)
4. A right to data portability (when the (personal) data has been provided by you on the basis of your consent)

If you believe that your request has been wrongly rejected or that Delta Team has not sufficiently complied with your request, you can contact the Portuguese supervisory authority in the field of privacy legislation).

Delta Team Contact Details

Questions, comments or complaints regarding the collection or processing of your (personal) data can be sent to the e-mail address contact@deltateam.nl.