

Privacy statement

Thank you for your interest in our website. Protecting your privacy is essential to us. To this end, we will process your data with due care, for a specific purpose or following your consent and only in compliance with the statutory data-protection provisions.

In this data-protection statement, we inform you regarding the aspects of data processing with respect to our website.

Controller within the meaning of data-protection laws:

Uw ZorgCompaan Service BV

Ommerenveldseweg 44

4032 NC Ommeren

T. : <tel:+31629008135>.

E. : info@uwzorgcompaan.eu

W. : www.uwzorgcompaan.com

(hereinafter referred to as "Uw ZorgCompaan")

I. When and for what purpose does Uw ZorgCompaan collect personal data?

Our website can basically be used without entering any personal data.

If you make use of one of our services (e.g. your application, contact form or brochure request), you enter your data voluntarily. We use these data (e.g. name, address, e-mail address, telephone number) only for the purpose for which you provide them (e.g. to process contact requests, to process downloads, to make an appointment for a job application) and only for our own business purposes. The information we receive from you helps us to ensure that our communication with you runs smoothly, to improve our service to you and to prevent abuse and fraud.

When you visit our website, generic information is automatically collected. This information (server logs) includes the type of web browser, the operating system used, the domain name of your internet-service provider and similar information. These are only data from which no conclusions about your person can be drawn. This information is technically necessary in order to deliver the requested website content properly and is mandatory when using the internet. We evaluate such anonymous information statistically in order to optimise our Internet presence and the technology behind it.

We do not sell your data or use it for purposes not specified.

Below please find detailed information regarding the processing of your data.

II. General information regarding our services

When you use our services, we will ask you for personal data (at the time of data collection, we will explain to you which information is required and which information you can provide voluntarily).

To protect the security of your data during transmission, we use advanced encryption methods (e.g. SSL) via HTTPS.

Of course, we will also inform you at any time about the personal data we have stored about you. We will rectify or delete these at your request, as long as no legal retention obligations exist that would make this impossible. You can contact us for this purpose by using the telephone number or e-mail address stated above.

1. Contact form

If you contact us via e-mail or contact form, the data you provide will be stored for the purpose of processing your enquiry, your application, any follow-up agreements, establishing contact with you and, if necessary, sending you the requested information material.

Purpose of data processing: responding to your request and establishing contact.

Legal basis: Article 6(1)(b) of the GDPR (required for the implementation of pre-contractual measures at the request of the data subject).

When the contacts with you end, we keep your data in our archives. After 6 months, your personal data will be deleted.

2. Job applications

For the best possible communication with you, we manage your application and CV in a database. This enables us to establish individual relationships with you, to respond quickly to queries and to conduct job interviews.

Purpose of data processing: management of communication and faster processing with respect to recruitment and selection.

Legal basis: Article 6(1)(f) of the GDPR (legitimate interests)

Legitimate interests:

1. Quick and efficient processing of enquiries from interested parties and job seekers.
2. Supporting our processes related to recruitment and selection.

III. Collection of data during your visit to our website

In addition to the data you have entered by yourself, we collect further data from you via cookies and tracking during your visit. Please find the explanation below.

1. Cookies

Cookies are used on certain pages of our website. This standard technology hides small text files which are stored on the device you use and which, among other things, make visiting a website more convenient or more safe. In this way, we automatically obtain certain data such as IP address, browser used, operating system of your computer and your internet connection. Cookies can also be used to better adapt a website's offer to the interests of visitors or to improve the offer in general on the basis of statistical evaluations.

You can decide for yourself whether or not the browser you use allows cookies. Please note that the functionality of the website may be limited or even disabled if cookies are not allowed.

Cookies cannot be used to start programmes or transmit viruses to a computer. Based on the information contained in cookies, we can facilitate navigation for you and enable the proper display of our websites.

Please find more information in our [cookie policy](#).

2. Use of Google Analytics

Our website uses Google Analytics, a web-analytics service provided by Google, Inc. Google Analytics uses "cookies", which are text files placed on your computer, to help the website analyse how users use the site. The information generated by the cookie about your use of the website will usually be transmitted to and stored by Google on servers in the United States. However, by activating IP anonymisation on this website, your IP address will be truncated beforehand by Google in member states of the European Union or in other contracting states of the Agreement on the European Economic Area. Only in exceptional cases will the full IP address be transmitted to a Google server in the USA and truncated there. Google will use this information on behalf of the operator of this website for the purpose of evaluating your use of the website, compiling reports on website activity for website operators and providing them other services relating to website activity and internet usage.

We also use the technical extension "Google Signals", which enables cross-device tracking. This enables the association of a single website visitor with various end devices. However, this only happens if the visitor is logged into a Google service during the website visit and has also activated the option "personalised advertising" in his Google account settings. Even then, no personal data or user profiles are accessible to us; they remain anonymous for us.

If you do not wish to use Google Signals, you can disable personalised advertising in your Google Account settings.

You may refuse the use of cookies by selecting the appropriate settings on your browser. However, please note that in this case you may not be able to use all the functions of our website to their full extent. You can also prevent the collection of information on your use of the website (including your IP address) by cookies and the processing of these data by Google by downloading the plug-in available under the following link and installing it in your browser: [Browser plug-in for the elimination of Google Analytics.](#)

3. Use of Google reCAPTCHA

In order to ensure sufficient data security during the transmission of forms, we use in certain cases the reCAPTCHA service from Google Inc., primarily to distinguish whether data entry is performed by a natural person or unlawfully through mechanical and automated processing mechanisms. The service includes the transmission to Google of the IP address and any other data required by Google for the reCAPTCHA service. However, your IP address will be truncated beforehand by Google in member states of the European Union or in other contracting states of the Agreement on the European Economic Area. The IP address transmitted by your browser on account of the reCaptcha will not be merged with other Google data unless you are logged into your Google account at the time of using the "reCAPTCHA" plug-in. This is subject to the differing data-protection provisions of Google Inc. For more information on the data protection guidelines of Google Inc. please visit <http://www.google.de/intl/de/privacy> or <https://www.google.com/intl/de/policies/privacy/>.

4 . Google AdWords

Our website uses Google Conversion Tracking. If you have come to our website through an advertisement placed by Google, Google AdWords places a cookie on your computer. This conversion-tracking cookie is set when a user clicks on an advertisement placed by Google. These cookies expire after 30 days and are not used for personal identification. If the user visits certain pages of our website and the cookie has not yet expired, we and Google are able to see that the user has clicked on the advertisement and has been forwarded to this page. Each Google AdWords customer receives a different cookie. Cookies are therefore not traceable

through the websites of AdWords customers. The information collected using the conversion cookie is used to generate conversion statistics for AdWords customers who have opted for conversion tracking. Customers see the total number of users who clicked on their ad and were redirected to a page with a conversion-tracking tag. However, they do not receive any information that allows them to identify users personally.

If you do not wish to participate in the tracking, you can refuse the setting of a cookie required for this purpose - for example, through browser settings that generally disable the automatic setting of cookies, or set your browser to block cookies from the domain "googleleadservices.com".

Please note that you cannot delete opt-out cookies as long as you do not want measurement data to be recorded. If you have deleted all your cookies in your browser, you will have to set the relevant opt-out cookie again.

5. Using Google Remarketing

This website uses the remarketing function of Google Inc. to present interest-based advertisements to website visitors within Google's advertising network. A "cookie" is stored in the visitor's browser, which enables the visitor to be recognised when visiting websites belonging to the Google advertising network. On these pages, visitors may be offered advertising related to content previously visited by visitors to websites that use Google's remarketing function.

According to its own statements, Google does not collect any personal data in the process. However, if you do not wish to use Google's remarketing function, you can basically deactivate it by activating the appropriate settings on <http://www.google.com/settings/ads>. Alternatively, you can disable the use of cookies for interest-based advertising via the Advertising Network Initiative by following the instructions at http://www.networkadvertising.org/managing/opt_out.asp.

The EU standard contract clauses have been agreed with Google in order to ensure compliance with European data-protection law.

6. Embedded YouTube Videos

YouTube videos are embedded on some pages of our website. YouTube, LLC, 901 Cherry Ave., San Bruno, CA 94066, USA is the operator of the corresponding plug-ins. A connection to the YouTube servers is established when you visit a page with the YouTube plug-in.. YouTube will then be informed which pages you visit. If you are logged into your YouTube account, YouTube may assign your surfing behaviour to you personally. You can prevent this by first logging out of your YouTube account.

When a YouTube video is started, the provider uses cookies that collect information about the user's behaviour.

If you have deactivated the storage of cookies for the Google AdWords programme, you do not need to take such cookies into account when viewing YouTube videos. However, YouTube also stores non-personal user information in other cookies. If you wish to prevent this, you must block the storage of cookies in your browser.

Further information on data protection at "YouTube" is available in the provider's data protection statement at: <https://www.google.de/intl/de/policies/privacy/>

IV. Collection of data before and during the application process

Personal data

When you apply for a vacancy at Uw ZorgCompaan, our employees will record a number of your personal data. We need these details for the recruitment and selection process.

Personal data are data that are directly related to a person or that can be traced back to this person. There are many types of personal data. Obvious data are a person's name, address and place of residence. Sensitive data such as a person's CV are denoted as special personal data.

Uw ZorgCompaan regards your personal details as confidential information and applies due care with regard to this information.

Retention period of personal data

When our contacts with you end, we store your personal data in our secure electronic archives. In doing so, we observe the legally required period. After this period, your data will be deleted.

Legitimate interests:

1. We have these data for the recruitment and selection process.
2. Fast and efficient processing of your requests
3. For the instruction of our staff

V. Deletion or blocking of data

We observe the principles of data avoidance and data economy.

For this reason, we do not retain your personal data any longer than necessary to fulfil the purposes stated here or than provided for in the various retention periods provided for by law. After the respective purpose or expiry of these periods, the corresponding data is routinely blocked or deleted in accordance with the statutory regulations. Where the processing is based on consent, the purpose of the consent usually lapses when it is revoked or the period expires. Where the processing is necessary for the performance of the contract, this regularly takes place upon full performance of the contract and upon expiry of the retention obligation, which particularly stem from the Commercial Code or the Tax Code.

VI. What rights do you have in terms of data protection?

You have the right of access under Article 15 of the GDPR, the right of rectification under Article 16 of the GDPR, the right of cancellation under Article 17 of the GDPR, the right of restriction of processing under Article 18 of the GDPR, the right of objection under Article 21 of the GDPR and the right of data transfer under Article 20 of the GDPR.

You can contact us for data protection to exercise these rights.

VII. Amendments to our data-protection provisions

We reserve the right to amend this data-protection statement from time to time to make sure that it always meets current legal requirements or to make changes to our services in the data-protection statement, for example, when introducing new services. The new data-protection statement will then apply from your next visit.