

Obvious People - Privacy statement

This website is owned and operated by the private company with limited liability Obvious People B.V., registered with the Chamber of Commerce in Arnhem under number 58164359 and acting under the name "Obvious People" (hereinafter for the sake of brevity: "Obvious People"). In this Privacy Statement we elaborate how we handle the personal data that we acquire via the website and otherwise.

Processing of personal data by Obvious People

The protection of personal data is very important to Obvious People. Obvious People respects your privacy and sees to it that the personal information that you may supply to Obvious People (via the website or by email) is always handled confidentially and in accordance with the Dutch Personal Data Protection Act.

Personal data that you supply to us

Personal data are data that can be used to trace your identity.

If you contact us via a contact form then the following personal data are processed of you: name details, email address and telephone number, as well as the other data that you include in the contact form.

If you apply or register with Obvious People then we shall process the data that you supply to us in our central database. Further on in this Privacy Statement more explanation is provided about this database.

It is moreover possible to send video material to us. We use the services of Cammio for this. More explanation about this is also provided further on in this Privacy Statement.

Purposes of the processing

Your personal data are processed by Obvious People for the following purposes:

- the implementation of the agreement concluded with you, inter alia consisting of the offer of and/or act as an intermediary for work, assignments, training and/or retraining possibilities, career and/or employment advice, and/or other (work related) services

and the offer of career related services (like tests, assessments, courses, and the like);

- the supply of the data, after you have expressly given consent to this, whether or not anonymised, to third parties, like one or more clients and/or business relations of Obvious People;
- the management and implementation of your registration;
- the handling of your request for information regarding the supply of information about our clients;
- information about the existing, similar, and new services of Obvious People within the framework of our marketing activities;
- the forwarding and/or exchange of these data with the franchisees of Obvious People for the benefit of the aforementioned purposes;
- the compliance with any and all statutory obligations that are applicable to us;
- the resolution of potential disputes;

This information is only used internally by Obvious People and is – barring to the franchisees – not forwarded to other organisations for commercial purposes. The processing of your personal data in any other way only takes place after you have given Obvious People, or the relevant franchisee, unambiguous consent for the same.

Processing of special personal data

Obvious People only processes special personal data (regarding religion, beliefs, race, political affiliation, health, sexual preference, membership of a trade union, and criminal data) to the extent that you expressly give consent to this or to the extent that the said processing is permitted pursuant to the applicable (privacy) legislation and regulations.

Security of personal data

Obvious People shall take appropriate technical and organisational measures to secure personal data against loss or any form of unlawful processing. Your data shall moreover be handled as confidential data.

Statistic analysis by Google Analytics

This website uses Google Analytics, a web analysis service that is offered by Google Inc. ("Google"), to continuously optimise our online offer. In this respect Google processes your IP address and data how you use this website. This information is generated by means of cookies on your computer and is subsequently sent to computers of Google in the United States and is stored there. Google uses this information to keep track of how you use the website, to prepare reports about the website activity for website operators like Obvious People, and to offer other services that are related to website activity and internet usage. Google may supply the said information to third parties if it is legally obliged to do so or to the extent that the said third parties process the information on behalf of Google. Google shall not combine your IP address with other data that Google disposes of. You can avoid the installation of cookies by changing the settings of your browser software accordingly. We do, however, bring to your attention that in that case not all functions of this website are fully available to you. By making use of this website you give consent to the processing of the data that Google collected about you in the manner and for the purposes as outlined above.

Central database

Obvious People stores the data that you supplied with your application or registration in a central database, unless indicated otherwise with your application or your registration. This database is used for the purposes outlined above. This may, inter alia, imply that Obvious People, and its franchisees, use the database to analyse whether there are, perhaps, also other vacancies that may be of interest to you in addition to the vacancies that you then applied for and to inform you accordingly. If you do not want your personal data to be stored in this central database then you can rely on your right to object (see further on in this privacy statement).

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Cammio.me

Cammio.me is a service of Moviebites B.V. for video application. Obvious People uses this service. This implies that you may be asked to make a recording for certain applications or job placements by means of a webcam and to place this on the website of cammio.me. The relevant recordings shall only be used for the relevant application and shall only be shared with third parties (e.g. the client) after you have given consent to this. The privacy policy that pertains to this service is outlined on the website of cammio.me, Obvious People refers to the said policy and kindly requests you to take note of the same before you start using the relevant service.

Franchisees

Obvious People cooperates with various franchisees. An up-to-date overview of all franchisees can be found on our website. These franchisees also have insight into the database with personal data managed by Obvious People (see above under "central database"). The franchisees are also entitled to supplement or change this database. These franchisees are also bound by this Privacy Statement and shall not use the data for other purposes.

Right to inspection and correction

If you want to inspect or change the personal data processed by Obvious People then you can contact Obvious People on the contact details below.

Right to object

If you disagree with the processing of your personal data then you can object by submitting objections to Obvious People. If you wish to object then contact Obvious People via the contact details below.

About communication by post, email and telephone

If you inform us of your post address or email address via our website then you may periodically receive mailings from us with information about our products and services. If you do not want to receive these kinds of mailings then you can contact us by means of the contact details below. If you inform us of your telephone number via the website then we shall only contact you by telephone if this is required to inform you of the services for which you registered online or the information that you requested online.

Changes

This Privacy Statement may be changed. The said changes are announced on this page. Obvious People can process your personal data for new purposes that have not been included in this Privacy Statement yet. As the occasion arises we shall contact you before we use your data for these new purposes; in order to inform you of changes in our regulations for the protection of personal data and to give you the opportunity to refuse participation in the same.

Questions

If you have questions about this Privacy Statement or our privacy policy then you can contact us by email via info@obviouspeople.com or by letter addressed to:

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