

Privacy Statement

1. Which services does this Online Privacy Notice apply to?

This online privacy statement applies to all SD Worx Jobs websites and portals that provide access to our online services and are linked to this Online Privacy Statement.

In addition, this online privacy statement also applies to the registration and processing of all personal data that a user provides to SD Worx Jobs for the use of services offered by SD Worx Jobs, either as a (candidate) temporary worker, or as a (candidate) employee or (candidate) participant in training courses, or as a contact person for a client or other activities or services offered by SD Worx Jobs. or as a natural person who works for a client of SD Worx Jobs through or through the intermediary of SD Worx Jobs. SD Worx Jobs will only use the personal data received for the purposes described in this Online Privacy Statement.

2. What information do we collect from you?

2.1. Information you provide to us

When you communicate with us via our website, email, telephone, fax and social media, you are providing us with information. We also collect your personal information when we create a user account for you so that you can access our online services.

2.1.2. Personal information you give us includes, but is not limited to:

- information you provide to us through a web form, such as the application form, newsletter sign-up, event or training on the website;
- identification data, such as your name and username and contact details that allow us to communicate with you, such as email address and telephone number;
- data when registering in one of our offices or when you register in another way (e.g. job fair) to use our services;
- health data necessary for the legislation on well-being at work (medical examination certificates) and the declaration and management of accidents at work;
- information we use to secure access to our online services, such as your password or other authentication credentials;
- other content you generate or provide to us in connection with your account (such as a photo on your user profile page, communication preferences, or support inquiries).

2.1.2. Communication via WhatsApp

If you choose to do so, we may use WhatsApp to communicate with you about your application or a job you have applied to, for example for questions, updates or planning. In doing so, your name, telephone number, application data, message content and technical metadata may be processed. WhatsApp is only used as a communication channel if you choose to do so; you can also choose a different communication channel and unsubscribe from WhatsApp messages at any time. Please note that WhatsApp/Meta, as the provider of the communication channel, may also process data in accordance with its own terms and policies.

2.2. Information We Collect Automatically

2.2.1 Cookies

We also use "cookies" (small text files that are sent by your computer each time you visit our website) to collect or store data. When we use cookies, we use session cookies (which last until you close your browser) or persistent cookies (which last until you or your browser delete them). For example, we use cookies to store your language preferences or other settings so that you do not have to set them every time you visit our websites, portals or applications. Some of the cookies we use are linked to your profile (including information about you, such as your email address) and others are not. Please see our [Cookie Policy](#) for more information on how we use cookies and how to disable them.

2.2.2 Security Information

We record user activity to detect unauthorized or malicious behavior in a timely manner, such as when a user logs in or out, a password is reset, or when access rights change.

3. How do we use this information?

We use your personal information for various business purposes and according to different legal bases for processing, including to provide you with our services, to comply with our legal obligations, to pursue our legitimate interests, or on the basis of your consent.

3.1 Use of Simon/Virtual Assistant

In the recruitment process, we can use Simon, our virtual assistant. Simon can support candidates by providing information, asking questions, facilitating appointments or follow-up, and checking that certain mandatory job requirements are met, such as a required driver's license, certificate, work permit, or availability. If the outcome of this check may affect the continuation of your application, you can contact a human recruiter or request a human review. Final recruitment decisions are made by people or can be assessed by people.

3.2. For the specific purpose for which you have provided it to us

We process your personal data in order to be able to offer you the requested information, products and services in a personal and efficient manner.

3.1.1. Temporary agency workers

When you are looking for a job as a temporary worker or work with us as a temporary worker, we process your personal data to:

- help you find a suitable job;
- communicate with you about open positions and the progress of any applications;
- Provide you with notifications about open positions that we think may be of interest to you;
- to help and advise you during your search for a new job and to place your profile and/or curriculum vitae, whether or not anonymised, on the SD Worx Jobs website;
- assess your suitability for a particular position or assignment and, if applicable, allow you to participate in (online) tests and generate test results;
- To be able to offer you work, assignments, training, career and/or career advice and other work-related services;
- put you in touch with or introduce you to various clients and/or relations of SD Worx Jobs and to be able to fulfil our obligations to the clients when you are offered a job;
- to have you carry out work, services and/or projects for these clients and/or relations;
- to be able to comply with our obligations as an employer when you are offered a job, including to execute and manage your registration, to verify the completeness and accuracy of the data, to enter into and maintain an employment relationship with you, or a relationship aimed at acquiring/carrying out assignments, as well as to keep the necessary administration, including personnel and payroll administration;
- Provide your data to suitable future clients
- to provide your data to processors engaged by SD Worx Jobs to perform certain tasks;
- provide you with information on general trends in the job market, the labour market and analyse your own database of all users;
- periodically send you one or more magazines relevant to professional knowledge, whether or not digitally (if and insofar as you are eligible) including the SD Worx Jobs newsletter;
- inform you about the products and/or services of partners carefully selected by SD Worx Jobs by posting information about this on its website or by including information about this in its newsletter;
- use your data and pass it on to clients, business relations, subcontractors of SD Worx Jobs and to government agencies;
- provide your data to other companies in the SD Worx Jobs group, which means that your data will (also) be included in the database of these affiliated group companies.

3.1.2. Payrolling

If you have been selected by one of our clients and brought to us to ensure payroll administration, we will process your personal data to:

- to have you carry out work, services and/or projects for these clients and/or relations;
- to be able to comply with our obligations as an employer when you are offered a job, including to execute and manage your registration, to verify the completeness and accuracy of the data, to enter into and maintain an employment relationship with you, or a relationship aimed at acquiring/carrying out assignments, as well as to keep the necessary administration, including personnel and payroll administration;
- to provide your data to processors engaged by SD Worx Jobs to perform certain tasks;
- provide you with information on general trends in the job market, the labour market and analyse your own database of all users;
- periodically send you one or more magazines relevant to professional knowledge, whether or not digitally (if and insofar as you are eligible) including the SD Worx Jobs newsletter;
- inform you about the products and/or services of partners carefully selected by SD Worx Jobs by posting information about this on its website or by including information about this in its newsletter;
- use your data and pass it on to clients, business relations, subcontractors of SD Worx Jobs and to government agencies;
- provide your data to other companies in the SD Worx Jobs group, which means that your data will (also) be included in the database of these affiliated group companies.

If your employment with our original client comes to an end, you will automatically receive the status of temporary worker. From then on, the other section of this privacy statement will apply.

3.1.3. Employees of SD Worx Jobs

When you are looking for a job as an employee with us or work with us, we process your personal data to:

- communicate with you about open positions and the progress of any applications;
- Provide you with notifications about open positions that we think may be of interest to you;
- assess your suitability for a particular position or assignment and, if applicable, allow you to participate in (online) tests and generate test results;
- To be able to offer you work, assignments, training, career and/or career advice and other work-related services;
- to be able to comply with our obligations as an employer when you are offered a job, including to execute and manage your registration, to verify the completeness and accuracy of the data, to enter into and maintain an employment relationship with you, or a relationship aimed at acquiring/carrying out assignments, as well as to keep the necessary administration, including personnel and payroll administration;

- to provide your data to processors engaged by SD Worx Jobs to perform certain tasks;
- provide you with information on general trends in the job market, the labour market and analyse your own database of all users;
- periodically send you one or more magazines relevant to professional knowledge, whether or not digitally (if and insofar as you are eligible) including the SD Worx Jobs newsletter;
- inform you about the products and/or services of partners carefully selected by SD Worx Jobs by posting information about this on its website or by including information about this in its newsletter;
- use your data and pass it on to clients, business relations, subcontractors of SD Worx Jobs and to government agencies;
- provide your data to other companies in the SD Worx Jobs group, which means that your data will (also) be included in the database of these affiliated group companies.

3.1.4. Customers

If you ask us as a client to work with you, we will process your personal data to:

- to be able to provide you with the requested services;
- Advise you on relevant services and products;
- provide you with information on general trends in the job market, the labour market and analyse your own database of all users;
- periodically send you one or more magazines relevant to professional knowledge, whether or not digitally (if and insofar as you are eligible) including the SD Worx Jobs newsletter;
- provide your data to other companies in the SD Worx Jobs group, which means that your data will (also) be included in the database of these affiliated group companies;
- to send you information about other interesting related solutions, invitations to events or surveys to improve our services.

3.1.5. To personalize

We use your personal information to personalize our website, portals, and applications based on your usage and preferences so that you have a good experience.

We collect aggregated analytics data from our websites, portals, and applications to continuously optimize our digital platforms. We ensure that all data we collect for this purpose is anonymized.

3.1.6. To carry out analyses and market research

We also use aggregated data to perform analysis, such as trend analysis, market research, and predictive analysis.

3.1.7. To provide access to our secure portals and applications and to keep our online services secure and operational.

We use your personal information, such as email address and password, to provide you with access to the portals and applications to which you are entitled.

We take the necessary measures to properly protect this type of information and to prevent unauthorized access to your profile.

In addition, we use the information to monitor the security of our online services and to detect unauthorized or malicious activity in a timely manner.

4. Disclosure of personal data to third parties and disclosure of personal data

SD Worx Jobs does not provide any personal data of users to third parties, except and insofar as this is indicated in this Online Privacy Statement, is to verify the completeness and accuracy of this data, is in accordance with the applicable (privacy) laws and/or regulations, SD Worx Jobs is requested to do so or is obliged to do so by an official body, would be necessary to safeguard the rights of SD Worx Jobs, or to prevent a crime and/or to protect the safety of its users and/or third parties.

Your personal data will only be provided to a processor insofar as this access is necessary to perform the tasks assigned by SD Worx Jobs. SD Worx Jobs has taken the necessary measures to ensure that the provision of this data is carried out in a secure manner. In a processing agreement concluded for this purpose, the processor is obliged not to provide or use the personal data to third parties for purposes other than those for which they were obtained.

If your data is provided to the group companies affiliated with SD Worx Jobs and the data is (also) included in the database of these group companies, this Online Privacy Statement applies to the processing of your data as a user by these group companies. On the understanding that where SD Worx Jobs is mentioned, the name of the relevant group company must be read.

We also process personal data in order to respond to any reasonable requests from competent law enforcement agencies or representatives, the judiciary and public authorities or organisations, including competent data protection authorities.

Your personal data may be handed over to the police or the court as evidence, and this on our initiative or if there are reasonable suspicions of an unlawful act or crime committed by you.

We process your personal data to perform statistical analyses with a view to improving our websites, products and services or developing new products and services.

We process your personal data to safeguard our legitimate interests and the legitimate interests of our partners or third parties if and when your registration through or use of our website or other communication channels may be considered to infringe any applicable terms of use, intellectual property rights or any other rights of a third party, a danger to the security or integrity of our websites or other communication channels, a danger to the website, other communication channels or underlying systems of our subcontractors due to viruses, Trojan horses, spyware, malware or any other form of malicious code, or are hateful, obscene, discriminatory, racist, defamatory, vindictive, abusive or otherwise inappropriate or illegal in nature.

5. How can you access, control and delete your personal data?

You have the right to request all your personal data processed by us.

You have the right to ask us to correct any inaccurate personal data about you free of charge. If such a question is submitted, it must be accompanied by proof that the data to be corrected is actually incorrect.

You have the right to withdraw your previously given consent to the processing of your personal data or to adjust your communication preferences at any time.

You have the right to request that your personal data be erased if it is no longer necessary for the purposes described in this Online Privacy Notice. Please note, however, that such request for deletion will be evaluated by us taking into account:

- higher interests of SD Worx Jobs or any third party; and
- legal obligations, or judicial or administrative orders that contradict such deletion.

Instead of asking us to erase your personal data, you can also ask us to restrict its processing if and when (a) you contest the accuracy of the data, (b) its processing is unlawful or (c) the data is no longer necessary for the purposes described in this Online Privacy Notice.

If you wish to exercise any of the rights listed above, you may do so as directed in the "Questions and Complaints" section below. An email containing a request to exercise a particular right cannot be interpreted as consent to the processing of your personal data, except to the extent necessary for the processing of your request. Such a request will require you to prove your identity and must clearly state the right you wish to exercise and, if necessary, the reason for doing so.

We will inform you immediately of receipt of your request. If the request is found to be valid, we will comply with it as soon as reasonably practicable, and no later than thirty (30) days after receipt of it.

6. How long do we keep your personal data?

We will retain your information for as long as it is relevant to our commercial and operational activities or for other essential purposes such as complying with our legal obligations, resolving disputes, and enforcing our policies. This includes anyone with whom we share your information and who performs services on our behalf. The following criteria can have an impact on the effective retention periods:

- How long do we need the personal information to provide our services? This includes maintaining and improving the performance of our products, keeping our systems secure, and maintaining proper business documents.
- Are we required to retain your personal information for legal, contractual or similar reasons? Examples include mandatory data retention laws, government orders to preserve data relevant to an investigation, or personal information held for a lawsuit.
- Have you given permission for a longer retention period? In this case, we will retain the data in accordance with your consent.

7. Who do we share your personal information with?

We may disclose your personal information to other members of the SD Worx Jobs group and to third parties in accordance with this Online Privacy Notice. We may share information if we believe that the disclosure is reasonably necessary to comply with a law, regulation or lawful request:

- to law enforcement, government agencies, or authorized third parties in response to a verified request or legal process related to a criminal investigation or suspected illegal activity or other activity that could expose us, you, or any of our other users to legal liability;
- to third parties involved in legal proceedings, if they provide us with a subpoena, court order, or an substantially similar legal basis, or we otherwise believe in good faith that the disclosure of information is necessary to avoid imminent physical harm or financial loss or to report suspected illegal activity.

SD Worx Jobs is not liable for any damage resulting from the use of personal data by third parties to whom this data has been provided in accordance with this Online Privacy Statement or with your consent. Nor can SD Worx Jobs be held liable for any non-compliance with laws and/or regulations by third parties.

8. How do we protect your information?

SD Worx Jobs makes every effort to take appropriate organisational and technical measures to protect your personal data against unlawful processing and/or loss. Employees of SD Worx Jobs who have access to your personal data on behalf of SD Worx Jobs are bound by a confidentiality clause.

We are committed to keeping your data safe and rely on security specialists to oversee the security measures we take. We have an information security program that includes administrative, technical, and physical security measures that we implement and continuously update. This includes safeguards such as firewalls and data encryption, physical security, and control of access to information.

You should also take steps to protect your personal information online. Choose a strong password and don't use the same password you use for other sites. Don't share your password with anyone. SD Worx Jobs will never ask for your password in an unsolicited telephone conversation or in an unsolicited email. Also, don't forget to log out of the website and close your browser window once you're done with your work.

SD Worx Jobs accepts no liability for unlawful actions by third parties who, despite the measures taken, would still succeed in circumventing them or using personal data for improper purposes.

9. Changes to this Online Privacy Statement

SD Worx Jobs reserves the right to amend this Online Privacy Statement from time to time to reflect changes in privacy practices or new privacy practices in accordance with this provision. If we make changes to this Online Privacy Statement, we will post the revised Statement on our website and update the "Last Updated" date at the top of this Online Privacy Statement.

10. Questions and complaints

If you are a (prospective) temporary worker or a customer and you have questions about privacy, please contact your contact person at SD Worx Jobs.

For any other questions or complaints about our Privacy Statement or this topic, please contact us at nl.privacy.scs@sdworx.com or dataprotectionofficer@sdworx.com.

You have the right to lodge a complaint with the relevant supervisory authority where you believe that we have failed to comply with data protection laws. For SD Worx Jobs you can turn to the Dutch Data Protection Authority, More information on how to do this can be found on their website: <https://www.autoriteitpersoonsgegevens.nl/>

Last modified: 24/6/2026