

Privacy statement

BlueStar Workforce B.V. (also referred to below as BlueStar) values your privacy and will treat the personal data of those concerned with due care. Therefore, we confirm that the personal data will be processed in accordance with both the applicable national data protection and privacy laws, as well as the Regulation 2016/679 of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (hereafter GDPR).

BlueStar is committed to preserving the privacy of all visitors ('you') to our website www.bluestarworkforce.com which include our customers, suppliers, employees and candidates applying for BlueStar.

This privacy notice provides information about the personal data that BlueStar collects through our website and contact form, and the purposes for and legal bases on which we use that personal data.

Personal data collection

Personal data can be defined as being any information relating to an identified or identifiable natural person ('data subject'). BlueStar processes the following data which may include personal data of the data subject from the website:

If you wish to submit your CV you are being asked to provide us with your last name, first name and e-mail address. We collect personal data of you when you provide your CV to us. In some cases, we will collect personal data of you which you have made publicly available yourself through other means such as public accessible information on other (job search) websites, such as LinkedIn.

Our website also contains social media buttons that link to our page on LinkedIn. The use of personal data by social media companies is governed by the privacy notices of the relevant companies. We encourage you to review these specific privacy notice.

Furthermore, our website uses cookies and web statistics. Data concerning your online behaviour on our website may be collected to improve user experience and also to show you vacancies which may be of interest to you. This information helps us to improve the website. Cookies are small data files that can be placed on your computer's hard disk or device. You have the right to not agree on the cookie that we send to you or you can modify your browser's settings in a later stage so that it will not continue to accept cookies. Additional information about how this kind of data is being collected and used can be found in our Cookie statement.

Personal data use

We use the information you submit via one of the provided services made available on our Website listed above to manage your request and to provide our services to you accordingly.

As you put in directly the personal data for our processing, we rely on you to provide all necessary and correct information. Our use of personal data collected via this website, depending on the type of processing, is based on:

1. Your explicit consent: it is possible that we ask your consent to process your personal data and to contact you for the purposes of direct marketing.
2. Performance of our contract, e.g. when subscribing to the website and when you provide your CV, you enter in a (pre)contractual relationship with us.
3. The legitimate interests we pursue, which essentially comes down to connecting the right people to the right projects in our areas of expertise (e.g.: when we send you promotional communications for interesting career or business opportunities if you have submitted your email address) or

4. If we want to use the data you provided us for another purpose than initially indicated, we will ask for your explicit consent beforehand.

Confidentiality and security of your personal data

BlueStar has in place reasonable technical and operational measures to protect all personal data you provide via this website from unauthorised and/or accidental access, disclosure, alteration, loss or destruction.

Personal data collected by BlueStar will be stored on secured computer storage facilities within the EEA. All information you submit via this website is subject to the application of security and encryption technologies, and BlueStar shall on a regular basis evaluate and adjust if required, the appropriateness of the taken security measures in accordance with article 32 of the GDPR. Your personal data is only accessible by a limited number of authorized persons who have been assigned special access rights to our systems and offices, and are obliged to keep the information confidential.

Disclosure of personal data to third parties

As long as in accordance with the above-mentioned purposes and compliant with the legal basis, we may disclose your personal data to

- customers,
- suppliers and
- subcontractors, in particular (sub-)processors that process personal data on our behalf and on our instruction. Those (sub-)processors may be website hosting partners and other parties who assist us in operating our website, conducting our business, or servicing you. We at BlueStar assure through appropriate processing agreements that our processors comply fully to the required privacy and data protection regulations.

Furthermore, your personal data may be disclosed to third parties as part of a corporate transaction, such as a sale, divestiture, reorganization, merger or acquisition, to which BlueStar is a party. It goes without saying that in case of such transaction your rights as mentioned below shall remain unaffected.

In addition, we may have to disclose personal data to law enforcement, regulatory or other government agencies or other authorized third parties in order to comply with legal or regulatory obligations or requests.

Data accuracy

We take reasonable steps designed to ensure that:

your personal data that we process are accurate and, where necessary, kept up to date, and any of your personal data that we process that are inaccurate (having regard to the purposes for which they are processed) are erased or rectified without delay.

From time to time we may ask you to confirm the accuracy of your personal data we have of you.

Data minimization

We take reasonable steps designed to ensure that your personal data that we process are limited to the personal data reasonably required in connection with the purposes set out in this statement.

Personal data retention period

The period of time for which your personal data is being stored depends on the applicable (statutory) retention periods.

As a starting point, BlueStar will retain the personal data you provide via this website for as long as is necessary in order to provide you with our services. We respect regulations and local laws that define the required retention periods.

Your rights

At all times you have the possibility to exercise your rights as described in the GDPR. You can do this by contacting us, using the contact details of our Privacy Office under info@bluestarworkforce.com

Changes to our cookie statement and/or privacy notice

We may modify or amend our cookie statement and/or privacy notice from time to time. Such modified or amended statement or notice will be applicable as to you and your personal data as of the revision date as mentioned at the top of this notice. We will inform you by e-mail prior to the changes and ask for your consent to accept the changes in case you gave us prior consent. We encourage you to regularly review this notice to be informed about how we protect your privacy.

Contact

When you have any questions, comments or concerns about any of the information in this notice and/or relating to the use of your personal data by BlueStar, please do not hesitate to contact the DPO and the Privacy Office under info@bluestarworkforce.com