

PRIVACY STATEMENT MENKEN ORLANDO B.V.

Version: February 2024

We, Menken Orlando B.V., attach great importance to the privacy of the users of our website. We believe that the online environment requires careful and prudent handling of consumers' personal information. This means: We undertake to process your data at all times on the basis of this data privacy policy with the utmost care, responsibility and compliance with relevant data privacy regulations. Below we briefly explain how we handle personal information. The following information only relates to the website under www.menkenorlando.nl and the further pages of this website (hereinafter: Menken Orlando website).

1. About us

Menken Orlando B.V. Headquarters: Stationsplein 4, 2275 AZ in Voorburg
Production location: Belgiëlaan 6, 2391 PE in Hazerswoude-Dorp
KVK 27178558 Telephone: +31 (0)70 308222
E-mail: info@menkenorlando.nl

2. Personal data that we process

Personal data is all information that you provide on our websites and with which you can be identified. We (possibly) process the following personal data from you:

a. first and last name
b. home and/or postal address
c. portrait (if it is part of the CV you submitted)
d. phone number
e. email address
f. date of birth
g. social media account names (if you use our share buttons)

You have sent us this personal data yourself. We do not conduct additional research in public registers (such as the Chamber of Commerce Trade Register) or other public sources (such as social media channels) without your prior permission.

3. Special and/or sensitive personal data that we process

It is not our intention to collect data from website visitors who are younger than 16 years of age via the Menken Orlando website or otherwise, other than with the prior permission of their parent(s) or guardian. If we discover that we have such data - without the necessary consent - we will delete it immediately. If the presence of consent is denied, we request the parent(s) or legal guardian(s) to report this and send us supporting information by e-mail (info@menkenorlando.nl).

4. Purposes, duration & basis for the processing

We only process your personal data if this is permitted according to the General Data Protection Regulation (GDPR) and the General Data Protection Regulation Implementation Act (UAVG) and exclusively for the purposes mentioned below. If you have contacted us by telephone, e-mail, our contact form or social media, then we have received personal data from you, such as contact details. You may have applied for a vacancy with us and sent us your motivation letter and CV.

We process this data in order to respond to your message to us. We process this data for a maximum of 5 years, for example to see when we have had contact and what this was about. It is our legitimate interest to know this, so that we can help you better and set priorities better. We weigh this interest against your privacy interests and will not process more data than is necessary to achieve our goals.

5. No automated decision-making

We do not make automated processing decisions on matters that could have (significant) consequences for people. These are decisions taken by computer programs or systems, without a human being involved (for example an employee of Menken Orlando BV).

6. Sharing personal data with third parties

We share your data with the following third parties, including our processors:

a. Hosting of our websiteb. WordPressc. CRM systemd. Telephone services

We try to process personal data as much as possible within the European Economic Area (EEA), but sometimes we cannot avoid using services from outside the EEA. These companies are located in a country designated as 'adequate' by the European Commission. We have concluded a processing agreement with all processors.

7. Your Rights

We would like to inform you about the rights you have and the influence you can exert on the processing of your personal data. If you wish to exercise any of these rights, please contact us by e-mail (info@menkenorlando.nl). Before we process your request, we may ask you to identify yourself.

Access, rectification and deletion

You have the right to know which personal data we process about you and can submit a request to us for rectification or deletion.

Restriction of processing

You can submit a request to us to limit your personal data, for example when this data is no longer correct, the processing is unlawful, we no longer need your personal data or you are awaiting a decision.

Right to object

You have the right to object to the processing of your personal data. Withdraw consent If we have obtained your data for a specific purpose based on your consent, you can withdraw this consent at any time. Withdrawal of consent does not affect the lawfulness of the processing before the withdrawal.

Complaints

Do you have a complaint about how we handle or have handled your personal data? In case of complaints, you can always contact the Dutch Data Protection Authority (www.autoriteitpersoonsgegevens.nl/nl/contact-met-de-autoriteit-persoonsgegevens/tip) if you have any complaints. -us).

8. Security

We have taken appropriate organizational and technical measures to protect your data against loss and forms of unlawful processing. These measures ensure a level of security that is appropriate for the data that we process.

9. Log Files, Cookies and Referrals•

Log files

When using the Menken Orlando website, your browser sends data to our hosting provider, which is stored and processed in log files.

When you visit our website, we have collected the following data that is technically necessary to display our website and ensure its stability and security (the legal basis for this is Art. 6 (1) (f) GDPR):

a. IP address of the requesting computer
b. Date and time of the application
c. URL of the retrieved website. Possibly URL of the website through which the user arrived at the retrieved website. Name of the requested file
d. Page for which the file was requested
e. Web server access status (file transfer, file not found, command not executed, etc.)
f. Browser type and version
g. Operating system of the end device used

This data is not combined with other data sources that may have a connection with a person. More specifically, we use the IP address to ensure system security, as in this way we can identify and block the user, for example in the event of a hacker attack. In addition, the data is evaluated for statistical purposes. They are automatically deleted after four weeks. The servers that host the Menken Orlando website and store the personal data processed during your visit to our website are located in the Netherlands and are operated by Tableaux.

Cookies

In addition, we use 'cookies' on our websites. A cookie is a small data file that is transferred to your computer when you surf our website. A cookie can only contain information that we send to your computer ourselves and with which we receive certain information. Personal data cannot be read in this way. This information includes in particular your browser type and version, the URL clickstream (i.e. the web pages you visited and in what order), the date and time of your visit to us, as well as the cookie number. If we use cookies and you have accepted, we do not have access to your data, but we can identify your computer using cookies. Cookies do not allow us to determine your identity. Only anonymized information is generated. We only use session cookies: they do not remain on your computer. Once you leave our website, the temporary cookie is deleted. Collected information allows us to analyze usage patterns and structures of our website and optimize the website by improving our content and personalization and simplifying use. See the following paragraph about the use of such cookies in the context of the functional analysis of the Menken Orlando website.

Most browsers (e.g. Firefox, Chrome, Internet Explorer, Safari) accept cookies by default. In the browser settings you allow or block temporary and stored cookies independently of each other. Please note, however, that certain functions of our websites will not be available to you and that some websites may not be displayed correctly if you deactivate cookies.

Web analysis with Google Analytics

The Menken Orlando website uses the Google Analytics analysis service from Google Inc. ("Google"). Google Analytics uses cookies that are stored on your computer and that allow your website use to be analyzed. The information stored by the cookie is usually sent to a Google server in the USA and stored there. Your IP address is generally shortened before Google transmits it within member states of the European Union or other states party to the Agreement on the European Economic Area. On our behalf, Google uses this information to evaluate the use of websites for us, to compile reports on website activities and to provide other services relating to website and internet usage. The anonymized IP address that your

browser transmits within the framework of Google Analytics is not combined with other data by Google.

On this website, Google Analytics uses the code '_anonymizeIp()' to ensure the anonymous collection of IP addresses (also called 'IP masking'). This way it cannot be linked to a person. In this case, your IP address is first collected by Google and then shortened. This largely happens in the EU, but to some extent also in the US.

You can prevent the collection and processing of your data by Google Analytics by adjusting the cookie settings in your browser or downloading and installing the plug-in offered by Google under the following link: <http://tools.google.com/dlpage/gaoptout?hl=de>. An opt-out cookie is placed so that your data is no longer collected via the following add-on: https://support.google.com/analytics/answer/181881?hl=nl&ref_topic=2919631&sjid=5973509636060490123-EU. Please note that you will need to renew this opt-out cookie if you delete this or all cookies in the browser settings.

We use Google Analytics to analyze the use of our website and to regularly make improvements. With the help of the statistics we obtain, we can improve our offer and make it more interesting for you. For the exceptional cases in which personal data is transferred to the USA, Google has joined the EU-US Privacy Shield, <https://www.privacyshield.gov/EU-US-Framework>. The basis for the use of GoogleAnalytics is Art. 6 (1) (f) GDPR.

Information about third party service provider: Google Dublin, Google Ireland Ltd., GordonHouse, Barrow Street, Dublin 4, Ireland; Information about Google's own terms of use and privacy policy can be found at <http://www.google.com/analytics/terms/de.html> (Google Analytics Terms of Use) and at <https://www.google.com/intl/de/analytics/learn/privacy.html> (Google Analytics Privacy Policy) and <https://www.google.de/intl/de/policies/> (Google Privacy Policy).

LinkedIn button

We would like to make it as easy as possible for you to share the content of our website via LinkedIn. This can be done using our LinkedIn button. Read LinkedIn's privacy statement to know how they handle privacy (www.linkedin.com/legal/privacy-policy).

Links to other websites

On the Menken Orlando website you will find links to other websites of MenkenOrlando B.V. By clicking on a link you will be taken directly to the relevant website. These websites may use a different cookie and/or privacy policy.

10. Changes

We may have to change our privacy statement, for example because we have adjusted our working methods. We will always publish the new privacy statement on our website. If the changes apply to you, we will also bring them to your attention immediately.