

## Privacy Policy - XV Group, Event XV, Talent XV

**Last updated:** October 2026

### 1. About this Privacy Policy

This Privacy Policy explains how XV Group, including its businesses **Event XV** and **Talent XV**, collects, uses, stores and protects personal data. It applies to our websites (event-xv.com and talent-xv.com), our recruitment and staffing services, our client relationships and any other contact you have with us.

We handle personal data in line with the General Data Protection Regulation (GDPR), the Dutch GDPR Implementation Act (Uitvoeringswet AVG, UAVG) and other applicable Dutch and EU legislation.

### Who is responsible for your personal data?

The controller responsible for your personal data is:

#### Event XV B.V.

Trading as: XV Group / Event XV / Talent XV  
Registered office: Hofplein 20, Rotterdam  
Chamber of Commerce (KvK): 97005207  
Email: Info@event-xv.com

In this Privacy Policy, “we”, “us” and “our” mean the controller described above.

### One candidate profile for Event XV and Talent XV

If you register with Talent XV or apply through Event XV, we may consider your profile for suitable roles at both businesses. You can tell us at any time if you only want to be considered by one of them.

### Privacy contact

For any privacy question or request, contact us at info@event-xv.com

### 2. What personal data do we collect?

What we collect depends on how you interact with us. We only ask for data that is relevant and necessary for the purpose concerned.

#### Website visitors

- IP address, browser, device and operating system information
- pages visited, date and time of visits and the referring website
- cookie and similar technology data (see section 10)
- information you submit through our contact or application forms

#### Candidates (applicants and people in our talent pool)

- name, contact details, address and country of residence
- date of birth
- CV, employment history, education, qualifications and certificates (such as VCA or technical certifications)
- skills, experience, availability, and preferred roles and work locations
- references (only after we have told you we will contact them)
- notes from interviews and our communication with you

We do **not** ask for a copy of your identity document or your citizen service number (BSN) during the application stage.

### **Workers (people we employ or place on assignments)**

In addition to the candidate data above:

- copy of your identity document and, where relevant, your residence or work permit
- citizen service number (BSN)
- nationality, to verify your right to work
- bank account number, payroll tax details (loonbelastingverklaring) and salary data
- hours worked, assignments, schedules, leave and absence records
- training, certification and health and safety records
- pension data (where you participate in the pension scheme)

### **Clients and business contacts**

- name, job title and organisation
- business contact details
- correspondence and meeting notes
- information about projects, staffing needs, quotations and contracts
- billing and payment information of your organisation

## **3. How do we collect personal data?**

Most personal data we receive directly from you, for example when you:

- fill in a contact or application form on our websites
- create or use a Talent XV account
- email, call or message us, including via social media
- apply for a vacancy or attend an interview
- work on an assignment through us

We may also receive personal data from other sources:

- job boards and recruitment platforms where you have published your CV
- professional networks such as LinkedIn, where you have made your profile public
- references you have named
- clients, for example timesheets or feedback on your assignment
- your employer, if you are a business contact

**If we find you through a public source**, we tell you so in our first message to you, and at the latest within one month. We explain where we found your details, why we are contacting you and how you can object. If you tell us you are not interested, we delete your details, apart from a note that you do not want to be contacted again.

## **4. Why we use your data, on what legal basis, and for how long**

We only process personal data for a specific purpose and with a valid legal basis under Article 6 GDPR. The table below shows each purpose, the legal basis we rely on and how long we keep the data. When a retention period ends, we delete or anonymise the data.

| Purpose                                                              | Legal basis                                                                                            | Retention period                                                                                                                                                                                                               |
|----------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Assessing your application for a specific vacancy                    | Steps prior to a contract (Art. 6(1)(b)) and our legitimate interest in recruiting (Art. 6(1)(f))      | Up to 4 weeks after the application procedure ends, unless you consent to joining our talent pool                                                                                                                              |
| Keeping your profile in our talent pool for future roles             | Consent (Art. 6(1)(a))                                                                                 | 1 year after your last activity (for example logging in, updating your profile or availability, replying to us or working an assignment). Before then, we ask whether you want to stay. No answer means we delete your profile |
| Contacting people found via public sources (sourcing)                | Legitimate interest (Art. 6(1)(f))                                                                     | Deleted if you do not respond within [3 months] or say you are not interested                                                                                                                                                  |
| Proposing you to clients for a role or assignment                    | Steps prior to a contract (Art. 6(1)(b)); always after informing you (see section 6)                   | As for your application or talent pool profile                                                                                                                                                                                 |
| Employment, assignments, scheduling and payroll                      | Performance of the contract (Art. 6(1)(b)) and legal obligation (Art. 6(1)(c))                         | Personnel file: 2 years after employment ends. Payroll and tax records: 7 years (fiscal retention obligation)                                                                                                                  |
| Copy of ID, BSN and loonbelastingverklaring                          | Legal obligation (Art. 6(1)(c)), Wages and Salaries Tax Act and Foreign Nationals Employment Act (Wav) | 5 years after the end of the calendar year in which your employment ended                                                                                                                                                      |
| Sickness absence and reintegration                                   | Legal obligation (Art. 6(1)(c)), Sickness Benefits Act and Gatekeeper Improvement Act                  | 2 years after the absence ends, unless a longer period is legally required                                                                                                                                                     |
| Health and safety, training and certifications                       | Legal obligation (Art. 6(1)(c)) and performance of the contract                                        | Duration of employment plus 2 years, unless a longer period is legally required                                                                                                                                                |
| Managing client and supplier relationships, quotations and contracts | Performance of the contract (Art. 6(1)(b)) and legitimate interest (Art. 6(1)(f))                      | 2 years after the relationship ends; invoices and financial records 7 years                                                                                                                                                    |
| Answering enquiries via our websites                                 | Legitimate interest (Art. 6(1)(f))                                                                     | Up to 1 year after the enquiry is handled                                                                                                                                                                                      |
| Website analytics and marketing cookies                              | Consent (Art. 6(1)(a)), except functional cookies                                                      | See our cookie policy                                                                                                                                                                                                          |
| Marketing emails and newsletters                                     | Consent (Art. 6(1)(a)), or legitimate interest for existing clients (soft opt-in)                      | Until you unsubscribe                                                                                                                                                                                                          |
| Website security and preventing fraud or misuse                      | Legitimate interest (Art. 6(1)(f))                                                                     | Log files: up to [6 months]                                                                                                                                                                                                    |
| Complying with legal obligations and handling disputes               | Legal obligation (Art. 6(1)(c)) and legitimate interest (Art. 6(1)(f))                                 | As long as required by law, or until the dispute is resolved                                                                                                                                                                   |

Where we rely on **legitimate interest**, we have weighed our interest against your privacy. You can ask us for more information about this assessment, and you can object (see section 11).

Where we rely on **consent**, you can withdraw it at any time. This does not affect processing that took place before you withdrew.

## 5. Sensitive personal data

Some data needs extra protection. We only process it where the law allows and where it is strictly necessary.

### Citizen service number (BSN) and copy of ID

We only process your BSN and a copy of your identity document where the law requires it: for payroll tax, social security and pension administration, and to verify your identity and right to work. We do not request them during the application stage and we do not use your BSN for any other purpose.

### Nationality and right to work

We only record your nationality, residence status or work permit where needed to check that you are allowed to work in the Netherlands, as required by the Foreign Nationals Employment Act (Wet arbeid vreemdelingen).

### Health data and sickness absence

We do not ask about your health during recruitment, unless a specific medical requirement applies to a role and this is legally permitted. When you report sick, we only record what we are allowed to record, such as your expected absence and whether you are available for adjusted work. We never record a diagnosis or the nature of your illness. Medical information is handled only by our occupational health service and company doctor.

### Certificate of Conduct (VOG) and criminal data

For some roles, for example in security or at certain venues, a client may require a Certificate of Conduct (Verklaring Omtrent het Gedrag, VOG). If so, we tell you before you apply. We only record that a valid VOG was provided and its date, not any underlying criminal information.

### Other special categories

We do not ask for information about your ethnic origin, religion, political views, trade union membership, sexual orientation or biometric data. Please do not include this in your CV or application.

## 6. Recruitment, our talent pool and sharing your profile with clients

### Applying for a vacancy

When you apply, we use your details to assess your application, contact you and arrange interviews. If you are not selected, we delete your data within 4 weeks after the procedure ends, unless you agree to join our talent pool.

### Talent pool

With your consent, we keep your profile in our talent pool to contact you about future vacancies, freelance or temporary assignments, permanent roles and secondments that match your profile. Your profile stays active for 1 year after your last activity. Logging in, updating your profile or availability, replying to us or working an assignment all count as activity. Before your profile expires, we ask whether you want to stay. You can leave the pool at any time by contacting us or via you Event XV or Talent XV contact.

### Proposing you to a client

We will always tell you before we propose you to a specific client, and we will not do so if you object. Where possible we first share an anonymised profile. We only share the information the client needs to assess you for the role, such as your CV, relevant experience and availability.

Once a client receives your details, it is responsible for its own use of that data as a separate controller. If you are placed on an assignment, the client (the hirer) receives the data needed to manage your work, such as your name, schedule, hours and relevant qualifications.

## References

We only contact references you have provided, and only after letting you know.

## 7. Who we share personal data with

We only share personal data where necessary for the purposes in this policy. We do not sell personal data.

**Government bodies and statutory organisations**, where the law requires it:

- Tax and Customs Administration (Belastingdienst)
- Employee Insurance Agency (UWV)
- Labour Inspectorate (Nederlandse Arbeidsinspectie), on request
- the pension fund for temporary workers (StiPP), where you participate
- the collective agreement compliance bodies (SNCU / [NBBU or ABU]), during compliance audits
- other authorities where we are legally obliged to cooperate

**Clients and prospective clients**, as described in section 6.

**Service providers who process data on our behalf** (processors), such as:

- payroll and accounting providers
- recruitment software, CRM systems
- IT, cloud storage, email and website hosting providers
- our occupational health service and company doctor
- training and certification providers

We have a data processing agreement with each processor and only allow them to use your data on our instructions.

**Other parties**, such as insurers, accountants, lawyers and other professional advisers, where needed to run our business or protect our legal position.

## 8. International transfers

We store personal data within the European Economic Area (EEA)

If you work on an assignment outside the Netherlands, we may share the data needed for that assignment with the client, employer of record or authorities in that country.

We only transfer personal data outside the EEA when:

- the European Commission has decided the country provides an adequate level of protection (for example Switzerland and the United Kingdom); or
- we have agreed the European Commission's Standard Contractual Clauses, with additional measures where needed; or
- another legal transfer mechanism applies.

## 9. Automated decision-making and AI tools

We do not make decisions about you based solely on automated processing, including profiling, that have legal or similarly significant effects on you. A person always decides whether you are invited to an interview, proposed to a client or offered work.

We do not use AI tools to rank candidates, we only use AI tools for reporting on outcomes.

We use automations to smart suggest suitable roles for the Talent XV Platform.

If we change how we use AI or automated tools, we will update this policy before the change takes effect.

## 10. Cookies, marketing and images

### Cookies and analytics

Our websites use:

- **functional cookies**, needed for the website to work. These do not require consent.
- **analytics cookies**, to understand how visitors use our websites.
- **marketing and tracking cookies**, including from embedded social media and video. We only place these with your consent.

When you first visit our website, you can accept or refuse non-essential cookies equally easily. You can change your choice at any time via the cookies link on our website.

### Marketing communications

We only send marketing emails, such as newsletters, service updates and event invitations, if you have consented or if you are an existing client and the message concerns similar services. Every message includes an unsubscribe link. You can also object to direct marketing at any time by emailing [marketing@event-xv.com](mailto:marketing@event-xv.com). We will then stop immediately.

### Photos and videos

We may take photos or videos at events and on assignments for our websites and social media. We will only publish recognisable images of you with your consent, which you can withdraw at any time. We will then remove the image from our own channels where reasonably possible.

## 11. Your privacy rights

You have the following rights:

- **Access:** ask for a copy of the personal data we hold about you.
- **Correction:** ask us to correct inaccurate or incomplete data.
- **Deletion:** ask us to delete your data, unless we must keep it by law.
- **Restriction:** ask us to temporarily limit the use of your data.
- **Data portability:** receive data you gave us in a structured, machine-readable format, or have it sent to another organisation.
- **Objection:** object to processing based on our legitimate interest. We will then stop, unless we have compelling grounds that outweigh your interests. You can **always** object to direct marketing, and we will then stop without exception.
- **Withdraw consent:** at any time, without affecting earlier processing.
- **Human review:** of any decision made by automated means.

To exercise your rights, email [info@event-xv.com](mailto:info@event-xv.com). We respond within one month. In complex cases we may extend this by up to two further months, and we will tell you why. Exercising your rights is free. We may ask you to verify your identity, but we will not ask for a copy of your ID for this.

### **What happens if you do not provide your data?**

Providing data during recruitment is voluntary, but without your CV and contact details we cannot consider you for roles. Once you work through us, we are legally required to process some data, such as your BSN, ID copy and payroll tax details. Without these we cannot employ or pay you.

### **12. Security**

We take appropriate technical and organisational measures to protect your data against loss, unauthorised access and misuse. These include access controls, encryption where appropriate, and limiting access to staff who need it for their work. If a data breach poses a risk to you, we report it to the Dutch Data Protection Authority and inform you where required.

### **13. Minors**

We may place workers aged 17 in suitable roles. For them, we apply the legal rules on working hours and suitable work. We only process the data needed for this.

### **14. Third-party websites**

Our websites may link to other websites and platforms, such as job boards or social media. They have their own privacy policies, and we are not responsible for how they handle your data.

### **15. Changes to this Privacy Policy**

We may update this policy to reflect changes in our services, organisation or the law. The latest version is always published on our websites with its date. We will notify you directly of significant changes that affect you.

### **16. Questions and complaints**

For questions or complaints about how we handle your data, contact us first:

#### **Event XV B.V.**

Email: [info@event-xv.com](mailto:info@event-xv.com)

Address: Hofplein 20, Rotterdam, Zuid Holland

KvK: 97005207