

Privacy Statement

1. Introduction

Roveg is committed to protecting your privacy and handling your personal data in a transparent, fair and secure way. This Privacy Policy explains how we collect, use, store, and protect personal data through our website (roveg.nl), our job application platform (werkenbij.roveg.nl), and related services such as contact and quotation requests, customer communication, and follow-up activities.

2. Our data-processing principles

As described in our internal policy, in essence we apply the following principles:

- Personal data that can be traced to an individual will not be registered, collected, monitored, combined or processed except as agreed in this policy.
- Personal data will only be retained when there is a necessity for it.
- Personal data will only be used for the purpose for which it was collected.
- The registration of data that can be traced to an individual is kept to a minimum.
- The processing of personal data is carried out with the utmost care.
- Compliance is checked once a year via an internal audit.
- In assignments (contracts) we inform clients already in the quotation phase about privacy and information-security risks, and draw attention to the fact that a data-processing agreement may need to be concluded.
- On request we provide clients who want more insight into how we handle personal data with tailor-made information.

3. What personal data we collect and why

We collect only the personal data necessary for the purposes listed below. The legal basis for processing is one or more of: your consent, fulfilment of a contract, legal obligation, or our legitimate interests.

Typical categories of data we collect include:

- Contact details (name, email address, telephone number) when you use our contact form or request a quote.
- Usage data of our website (e.g., IP address, device, browser type, pages visited) for the sake of website maintenance, analytics, and improving user experience, in so far as permitted under applicable law.

- Applicant information (CV, cover letter, contact details, and any additional information provided via the online application form) for recruitment and selection purposes.”
- Any data required to fulfil a contract or service we provide.

4. Purpose of processing

We process your personal data for the following purposes:

- To communicate with you (e.g., respond to contact requests or quotations).
- To deliver our services, perform contracts and manage customer relationships.
- To maintain and improve our website and services (analytics, troubleshooting).
- To comply with legal obligations (e.g., bookkeeping, tax).
- To carry out recruitment and hiring procedures.

5. Retention

We will retain your personal data only as long as necessary for the above purposes or as required by law. We routinely review and then anonymise or delete data that is no longer needed. For example: service/account data is kept as long as the relationship exists; contact form data is deleted or anonymised after 1 year, if no further contact is made; bookkeeping records are kept as required by law.

6. Data security

We take appropriate technical and organisational measures to protect your personal data against accidental or unlawful destruction, loss, alteration, unauthorised disclosure or access. This includes restricting access to data only to those employees or processors who need it, implementing secure storage systems, encryption where applicable, and regularly reviewing our security procedures.

7. Sharing data

We will never sell or share your personal data with third parties except if we are legally obliged to do so, or if sharing is necessary to process the data (e.g., hosting, analytics). In such cases we ensure there is a data-processing agreement in place. If we transfer data outside the European Economic Area (EEA), we will ensure adequate safeguards as required by law.

8. Your rights

Under the GDPR/AVG you have the following rights, subject to legal limitations:

- Right of access: you can ask to see what personal data we hold about you.
- Right to rectification: you can ask us to correct inaccurate or incomplete data.
- Right to erasure (“right to be forgotten”): you can ask us to delete your personal data under certain conditions.
- Right to restriction of processing: you can ask us to restrict processing under certain conditions.
- Right to data portability: you can ask for a copy of your personal data in a machine-readable format when the processing is based on consent or contract.
- Right to object: you may object to processing based on our legitimate interests.
- Right to withdraw consent: when processing is based on your consent, you may withdraw it at any time, without affecting processing prior to withdrawal.

Right to lodge a complaint with a supervisory authority. In the Netherlands this is the Autoriteit Persoonsgegevens. If you wish to exercise any of these rights, please contact us at contact@roveg.nl. We will respond within the time frames set out in the law.

9. Cookies and similar technologies

Our website uses cookies and similar tracking technologies to enhance your user experience and for analytics. Please see our separate Cookie Policy for detailed information about the types of cookies we use, how we use them and how you may manage your preferences.

10. Changes to this policy

We may update this privacy policy from time to time. We will publish any changes on this page with the date of the last update. We recommend you check back periodically.

11. Contact

If you have any questions about this privacy policy or our processing of your personal data, please contact us at contact@roveg.nl.