

STAXS® Privacy Policy

STAXS® attaches great importance to protecting your privacy and wants to give you — as a customer, visitor to STAXS® website or online ordering platform, or as a partner — as much information, respect and control as possible regarding what happens to your personal data.

STAXS® exclusively processes personal data in accordance with the applicable European and Belgian legislation, including Regulation 2016/679 of the European Parliament and of the Council 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, and repealing Directive 95/46/EC (General Data Protection Regulation or GDPR) and the Act of 30 July 2018 regarding the protection of natural persons in relation to the processing of personal data.

STAXS® hopes this privacy policy serves as a clear way to provide you with as much information as possible. If you have any questions after reading this policy, feel free to contact STAXS® via dpo@staxs.eu

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1. When does this privacy policy apply?

This privacy policy clarifies how STAXS® processes your personal data. For example when you visit our website or online ordering platform www.staxs.eu, when you apply for job vacancies or when STAXS® do business in general. When STAXS® website refers you to another website or application, please remember different terms and conditions or privacy policies may apply.

2. Who or what is STAXS®?

STAXS® is an international company having subsidiaries in different countries and operating through a number of separately constituted legal entities. STAXS® is specialized in contamination control and offer different services and products related hereto, which are also available via our online ordering platform. STAXS Belgium NV and STAXS The Netherlands BV can be considered as joint-controllers related to the processing of your personal data.

STAXS Belgium NV

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8447SL Heerenveen (The Netherlands)
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3. Which personal data is collected and processed?

Depending on the interactions you have with STAXS®, the following types of personal data might be processed:

Identification and contact details of website visitors, online ordering clients and partners

When you fill in contact forms on STAXS® website, buy products or services via the STAXS® online ordering platform, when STAXS® do business in general or if you send your personal data directly (either via STAXS® website, online ordering platform or per email) STAXS® processes by default your name, gender, address, e-mail address, company name, job title, phone number, communication preferences and any other personal data you might share with STAXS® via fill-in fields.

Professional information

When you apply for a job vacancy, STAXS® processes your name, gender, age, contact information, professional experience, financial information, curriculum vitae including your education- and employment history and any other relevant personal data you might share during the recruitment procedure.

Technical information, history and logs

STAXS® collects specific personal data through cookies (and similar technologies) installed on STAXS® website and online ordering platform. STAXS® refers to the STAXS® cookie policy for a complete overview of all cookies used and all relevant information in this regard.

4. How do STAXS® collect your personal data?

STAXS® collects your personal data by default when:

- you visit STAXS® website or online ordering platform;
- you fill in a contact form on STAXS® website to contact us;
- you buy products or services by STAXS®;
- you apply for a job vacancy;
- STAXS® starts a commercial relationship;
- you contact STAXS® via one of the platforms STAXS® is active on.

5. Why do STAXS® collect your personal data?

STAXS® collects and processes your personal data for various reasons, but only insofar as necessary to achieve the intended purpose. Below, you can see an overview of why STAXS® processes specific categories of personal data, including the associated legal basis for such processing.

Kind of personal data	Purpose of processing	Legal basis for processing
Identification and contact details of website visitors, online ordering platform clients and partners	When you fill in contact forms on STAXS® website, buy products or services via the STAXS® online ordering platform, or provide data during a partnership, STAXS® processes your identification and contact details to be able to perform the services. When you have expressly consented (or if you are an existing customer), STAXS® also processes this data for direct marketing purposes. Additionally, we might process some personal data for general business administration and legal compliance purposes.	Performance of the agreement Legitimate interest Consent Legal obligation
Professional information	When applying to a job vacancy, STAXS® processes your professional data to assess your suitability for the job and for recruitment purposes in general. In case you have consented hereto, STAXS® will also save your professional data for in case future job opportunities may arise.	Performance of the agreement Legitimate interest Consent
Technical information, history and logs	STAXS® collects specific personal data through cookies (and similar technologies) installed on STAXS® website and online ordering platform.	STAXS® refers to the STAXS® cookie policy for more information.

Each processing activity performed by STAXS® using your personal data is based on a specific legal basis. The legal basis on which STAXS® processing activities are based are clearly stated in the above overview, but STAXS® believes it is important to provide you with further explanation of each of these concepts:

Performance of the agreement

This legal basis means that STAXS® is required to process your personal data to offer you STAXS® services.

Legitimate interest	This legal basis means STAXS® processing of your personal data is weighed up against the impact thereof on your privacy. STAXS® always strives to maintain the correct balance in this regard. The legitimate interests pursuing by STAXS® are: <ul style="list-style-type: none">- Making the best possible recruitment decisions possible;- Ensuring business development by marketing STAXS® services and products;- Offering the best client service possible in general.
Consent	This legal basis is only used when you provide explicit consent (e.g. via opt-in) for using your personal data for specific purposes.
Legal obligation	This legal basis means that the STAXS® processing of your personal data is based upon a legal obligation.

STAXS® always seeks to process as little personal data as necessary for the purpose STAXS® is aiming to achieve. As an example, the personal data requested is often essential to enable STAXS® to help you or for offering the services you requests. Without processing such personal data, STAXS® would often not be able to respond to your request.

6. Does STAXS® use automated individual decision-making?

No, STAXS® will never take any automated decisions through processes such as profiling. You can count on a true personal approach when interacting with STAXS®.

7. Will your personal data be shared with any third parties?

In principle, STAXS® shares your personal data as little as possible. Depending on the personal data you provide to STAXS® and the purposes linked to the processing of your personal data, STAXS® may share your personal data with the third parties below.

STAXS® group entities	STAXS® may share your personal data with other entities within the STAXS® group to be able to follow-up STAXS® services or your requests as efficient as possible.
Suppliers, subcontractors and other service providers	STAXS® relies on other companies, independent service providers, suppliers, subcontractors or other intermediaries to provide certain services. As an example, this includes STAXS® IT and software suppliers, communication partners, payment software providers, law firms, consultants, accountants and so on. These types of suppliers may process your personal data if required as part of their services. In case such parties are considered processors of your personal data, STAXS® will always sign a data processing agreement and ensure they apply appropriate technical and organisational measures to protect your personal data.
Partners	Depending on the service you request, STAXS® might need to share your personal data with shipping- and post order companies, insurance companies etc.

- Authorities and auditors** If required by law, under a legal procedure or in case of an audit, we may share your personal data with specific authorities, government institutions or auditors.
- Business transfer** In the event of restructuring, business transfer or takeover of STAXS®, your personal data may be transferred to the third parties involved in this process.

8. Security

STAXS® is committed to make sure your personal data is safe and secure. STAXS® implements adequate technical and organizational measures to safeguard your personal data from accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to, personal data transmitted, stored or otherwise processed. For example, STAXS® implements network security, physical security, access management, incident management procedures and business continuity policies. However, you should know that internet is an open environment and STAXS® cannot guarantee that unauthorised third parties will never be able to defeat the measures we implement for security reasons or use your personal data for improper purposes.

9. Will your personal data be shared outside of the EEA?

When STAXS® shares your personal data with third parties or sub-processors STAXS® collaborates with, there is a possibility that your personal data will be transferred outside of the European Economic Area (EEA). In this case, STAXS® will ensure such transfer outside the EEA is always GDPR compliant, that STAXS® have a lawful basis for transferring your personal information and that STAXS® puts appropriate safeguards in place to ensure an adequate level of protection for your personal data. For example, STAXS® can do so by including the Standard Contractual Clauses as issued by the European Commission in the agreements with these companies or by implementing any other mechanism for international data transfers included in the applicable (data protection) legislation (e.g. binding corporate rules, adequacy decisions issued by the European Commission, etc.). Any other (future) mechanisms accepted under applicable data protection legislation may also be used in this regard.

10. How long do STAXS® retain your personal data?

STAXS® never retains your personal data for any longer than the period required to process them. Retention periods prescribed by law may also affect this.

Identification and contact details of website visitors, online ordering platform clients and partners	Until the end of the client relation
Professional information	4 weeks after receipt, until the end of the application round or (in case the applicant has consented hereto) 1 year after the receipt.
Technical information, history and logs	Reference is made to STAXS® cookie policy.

If STAXS® processes any personal data purely on the basis of your consent, we will delete such data after you have withdrawn your consent. You have the right at any time to withdraw your consent.

Depending on the category of personal data and the purposes for which STAXS® is processing, your personal data may be retained for 5 or 10 years after its receipt (i.e. for longer than described above). More specifically, these retention periods are applied for legal or evidence purposes or for compliance with regulatory obligations or professional indemnity obligations.

11. Will STAXS® use your personal data for direct marketing?

If you are an existing customer (based upon our legitimate interest) or if you have given to STAXS® the required consent, STAXS® may also process your personal data for direct marketing purposes. That way, we can keep you informed about the products we offer, any applicable promotions, events we may organize and in general the services we provide.

In case you wish to withdraw the consent you have given to STAXS® to process your personal data for direct marketing purposes, or you wish to object to processing your personal data for direct marketing purposes in case such processing is based on our legitimate interest, you can do so at any time by contacting STAXS® or by changing your preferences using the “unsubscribe link” incorporated in our mailings. In case you would like to withdraw your consent regarding the use of cookies on STAXS® website and online ordering platform, STAXS® refers to the STAXS® cookie policy.

12. What are your rights?

STAXS® wants to inform you about the rights you have in relation to your personal data. If you wish to exercise any of these rights, feel free to contact STAXS®, but please know STAXS® needs to verify your identity with adequate means to make sure that no one details of your personal data are not shared with someone else.

The right of access – You have the right to request at any time access to your personal data processed by STAXS®. You can ask for which purposes STAXS® does such processing, who receives your personal data, how long STAXS® stores your personal data etc. You are also welcome to visit STAXS® offices to have physical access to your personal data. If you prefer STAXS® may send you a copy of your processed personal data. This is also available on request.

The right to rectification – If you notice the personal data of yours STAXS® processes is no longer correct, please inform STAXS® so your personal data can immediately be rectified or updated.

The right to erasure – You can ask STAXS® to permanently erase the personal data of yours which STAXS® processes. This is the so called “right to be forgotten”. It applies in several circumstances, for example when STAXS® processes your personal data based upon your consent, when processing your personal data is no longer necessary for its original purposes, when STAXS® has no overriding legitimate interest to process your personal data and you object to the processing of your personal data, when STAXS® should erase your personal data to comply with a legal obligation or ruling, or when STAXS® processed your personal data unlawfully.

The right to restriction – You have the right to ask STAXS® to restrict the processing activities performed on your personal data. It applies in several circumstances, for example when you contest the accuracy of your personal data and STAXS® needs to verify your contestation, when STAXS® processes your personal data unlawfully and you oppose to the erasure of your personal data and asks restriction instead, when STAXS® no longer needs your personal data for the purpose of processing but it is required in relation to legal claims, or when you object to the processing of your personal data but the verification of our legitimate grounds is still pending.

The right to data portability – You have the right to receive your personal data processed by STAXS® in a structured, commonly used and machine-readable format and can ask STAXS® to transmit those data to another data controller.

The right to object – You have the right to object to processing of your personal data (including any profiling activities) based on STAXS® (or a third party's) legitimate interest or on grounds of public interest. You also have the right to object to any direct marketing activities using your personal data performed by STAXS®. Any direct marketing emailing send by STAXS® always contains a link to unsubscribe, making it as convenient as possible for you to unsubscribe.

The right to submit a complaint – STAXS® encourages you to reach out to us first in case you have any concerns on how STAXS® processes your personal data, but you have the right to submit a complaint to the competent Data Protection Authority in case you believe STAXS® breached your rights or STAXS® responsibilities under the applicable legislation. The relevant contact details of the Belgian Data Protection Authority can be found at the end of this privacy policy.

13. How can you contact STAXS®?

STAXS® is at your disposal to help with any questions you may have about privacy and the processing of your personal data. Feel free to reach out to us:

STAXS Belgium NV

Tunnelweg 20
2845 Niel (Belgium)
dpo@staxs.eu

STAXS The Netherlands BV

Businesspark Friesland-W 1
8447SL Heerenveen (The Netherlands)
dpo@staxs.eu

14. How can you contact the Data Protection Authority?

STAXS® encourages you to reach out to us first in case you have any concerns on how STAXS® processes your personal data, but if you are unsatisfied with how STAXS® handled your request or comment, or you believe STAXS® has unlawfully processed your personal data, you can submit a complaint at the competent [Data Protection Authority](#).

15. Changes to the STAXS® privacy policy

STAXS® might amend this privacy policy to inform data subjects like yourself as accurately as possible about what STAXS® does with your personal data or for applicable law or regulatory requirements. Any amendments are published on STAXS® website, so the latest version of the privacy policy is always available to you. STAXS® encourages you review this privacy policy periodically to have all updated information on how your personal data is used. Where it is practicable, STAXS® will notify you by email of any significant changes.

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