

Fangage - Privacy- and cookie statement

Version 2.0 | This privacy- and cookie statement was most recently revised on 6 November 2020.

Your privacy and the protection of your personal data is of great importance to Fangage B.V. (hereinafter: Fangage). During the processing of your personal data via our website (www.fangage.com) we work in accordance with the requirements for the processing of personal data laid down in the privacy legislation (General Data Protection Regulation). This means we:

- **Clearly specify our purposes** before we process personal data, by using this privacy and cookie statement.
- **Limit our collection of personal data** to only the personal data needed for legitimate purposes.
- First, **ask for explicit permission** to process your personal data in cases where your permission is required.
- Take **appropriate security measures** to protect your personal data and we demand the same from parties who process personal data on our behalf.
- **Respect your right** to access, correct or delete your personal data held by us.

For what purposes do we use your personal data?

By using our online platform, we obtain various personal data from you. For each purpose is indicated what information we obtain from you, for what purpose we process this information, and how long it will be stored. If you have any questions or want to know exactly what we store about you, please contact Fangage. Our contact details are mentioned below.

Contact

When you send us an email or chat message, fill out the contact form, or contact us in any other way, you accept our offer to get in touch with you (performance of contract).

For this purpose, we process the following personal data:

- Name
- Email address
- Any information you enter yourself as the content of a message

We store this information until we are sure that you are satisfied with our response and 12 months thereafter. This way we can easily access the information in case you have any following questions and train our customer service to improve even more.

Pre-registration

Our online platform will be launched in November 2020. You now have the possibility to pre-register for the completely renewed Fangage (performance of contract).

For this purpose, we process the following personal data:

- Name
- Email address

We store this information for 12 months after launching the new online platform.

Subscription

If you would like to use our online platform for your own organization, you have the possibility to take out a subscription (performance of contract).

For this purpose, we process the following personal data:

- (Company) name
- Address details
- Contact details (email address and telephone number)
- Payment details
- IP-address

We store this information for 2 years after you cancel your subscription. Certain types of personal data will be retained for a longer period with regards to the legal tax retention of 7 years.

Account management

If you do have a subscription and you would like to log into your platform, you can do so via our website. Within your account you do have the possibility to change or remove data by yourself (performance of contract).

For this purpose, we process the following personal data:

- (Company) name
- Address details
- Contact details (email address and telephone number)
- Email address
- IP-address

We store this information for 2 years after you cancel your subscription. Certain types of personal data will be retained for a longer period with regards to the legal tax retention of 7 years.

Handling job applications

Have you responded to one of our vacancies or submitted an open application? If so, we will process your personal data in order to process your application and in preparation for the possible conclusion of an employment contract (performance of contract).

For this purpose, we process the following personal data:

- Name
- Address details
- Contact details (email address and telephone number)
- Curriculum Vitae
- Motivation letter
- Salary indication
- References
- Any other information you enclose with your application

We will retain your application details for a maximum of 6 weeks after the position has been filled. We will retain this information so we can contact you in the event that the position becomes vacant again within the probationary period. We can retain your data for 1 year longer - with your consent - in case we might have an interesting vacancy in the near future.

If we end up hiring you, we will store your application data in your personnel file. This file will be stored for as long as necessary and with regard to the application data for a maximum of 2 years after termination of the contract. Certain types of personal data will be retained for a longer period with regards to the legal tax retention of 7 years.

Synchronization

Data subjects that created an account via the online platform of one of our customers, do have the possibility to have their personal data synchronized in case they create an account via the online platform of one of our other customers. Fangage will be able to synchronize the account data of all platforms involved. The responsibility of synchronization lies with Fangage (as the processor). Data subjects do get the opportunity to agree or disagree with synchronization.

Providing data to third parties

Fangage only shares your data with third parties when this is allowed by current legislation. It may happen that we provide your personal information to third parties, because:

- we have engaged them to process certain data;
- it is necessary to carry out the agreement with you;
- you give permission for this;
- we have a legitimate interest in this;
- we are legally obliged to do so (e.g. if the police demand this in case of a suspicion of a crime).

The parties that process personal data in our or your assignment:

- IT suppliers and service providers
- Cookie service providers
- Payment service providers
- Marketing companies
- Analytics companies
- Partners

In order to provide this service, Fangage may provide your personal data to parties established outside the European Economic Area (EEA). Fangage will only do this if there is an adequate level of protection for the processing of personal data. This means, for example, that we use a model agreement from the European Commission or make agreements about the handling of personal data. Or that the party to whom we provide the personal data Privacy Shield is certified.

Until recently, joining the Privacy Shield program meant that there was an adequate level of protection for the processing of any personal data. However, with the ruling of the Court of Justice of the EU of 16 July 2020 (Schrems II case), this Privacy Shield has been declared invalid. We are currently investigating how best to overcome this. We have a very high regard for privacy and are trying to do everything we can to come to an appropriate solution. If we have a suitable solution, we will inform you about it through this privacy statement. Do you have any questions about the processing of your personal data? Please contact us by using the contact details in this privacy statement.

Social media buttons

On our website we use social media buttons, which redirect you to the social media platforms. This gives you the option to follow us and share content within the network. You

might also see advertisements on your social media page. The buttons are active because of bits of code that come from the social media networks. If you want to know what the social media platforms do with your personal data, please read the relevant privacy statement:

- [Facebook \(privacy policy\)](#)
- [Instagram \(privacy policy\)](#)
- [YouTube \(privacy policy\)](#)

Please read the privacy statements of Facebook, Instagram, and YouTube (which may change regularly) to see what they do with your personal information that they process with this code. The information is transferred to and stored on servers in the United States.

Cookies

We use cookies on our website which are saved on your computer. Cookies are also placed via third parties engaged by us. We use both technical, functional and third-party cookies for analysis and marketing purposes.

When you visit our website for the first time, a pop-up is displayed indicating that if you click the accept button, you accept the cookies and plugins. The moment you click on our website, you give us your consent to use all cookies and plugins as described in the pop-up and this cookie statement. You are free to disable cookies using your browser. Please keep in mind that our website may not work optimally.

We use cookies for the following purposes:

- to enable the functionality of our website and to protect our website (*technical or functional cookies*);
- to generate overall statistics and gain insight into the use of our website by the public to optimize our website and services (*analytics cookies*);
- to personalize the content on our website and the internet offer on the basis of your interests and click and surf behavior, by displaying advertisements that fit your interests (*targeting/marketing cookies*);

These cookies collect the following data from you:

- IP address
- Cookie-ID
- Website and click behavior
- Referrer URL

For the above-mentioned purposes, we use the following cookies:

Cookie; Entity; Guarantees	Type	Purpose	Retention period
Google Tag Manager Google LLC, United States of America Privacy statement	Functional	The cookies of Google Tag Manager make it possible to load scripts from other cookies. Google Tag Manager is purely functional and is not used for the collection of personal data.	Session

<p>Google Analytics</p> <p>Google LLC, United States of America</p> <p>Privacy statement</p>	Analytical	<p>These cookies are placed to gain insight into visitor behaviour and to improve the user experience. We have set these cookies to be privacy friendly. That means that we:</p> <ul style="list-style-type: none"> • have concluded a processing agreement with Google; • only give Google masked IP addresses; • do not share any further data with Google; • and we do not use other Google services in combination with Analytics. 	Up to 2 years
<p>HubSpot Analytics</p> <p>HubSpot Inc., United States of America</p> <p>Privacy statement</p>	Marketing/ Tracking	<p>Cookies from the Hubspot Analytics tool are placed to keep track of the identity of website visitors, and the length of time the website is visited, in order to generate general statistics and to gain insight into the use of the website so that the website and services can be optimized and information can be collected about which web page a website visitor is viewing.</p>	Up to 13 months
<p>Hotjar</p> <p>Hotjar Ltd., Malta</p> <p>Privacy statement</p>	Analytical	<p>Hotjar is a technology service that helps us better understand the experience of our users. This enables us to improve our website with user feedback. Hotjar uses cookies and other technologies to collect data about the behavior of our users and their devices (in particular, device IP addresses (captured and stored only in anonymized form), device screen resolution, device type (unique device IDs), browser information, geographic location (country level only), preferred language for displaying our website).</p>	Up to 1 year
<p>Visual Website Optimizer</p> <p>Wingify Software Private Ltd., Verenigd Koninkrijk</p> <p>Privacy statement</p>	Analytical	<p>These cookies allow us to A/B test, among other things to test improvements to our website.</p>	Up to 1 year

Various First party cookies with strictly functional purposes	Functiona l	These cookies enable necessary functionalities of the website, such as remembering the chosen language and whether there is permission for cookies, displaying the cookie banner, etc.	Up to 2 years
-------------------------------------------------------------------------	----------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------

We have no control over how the above parties use the cookies and the information (under which personal data) they collect, by themselves. For more information about these parties and how they use cookies, we recommend you to read their privacy statements (please be aware that such statements may be revised regularly).

En- and disabling of cookies

You can prevent the placement of cookies by adjusting the settings on your browser (see your browser Help for how to do this). In case you only want to accept the cookies for Google Analytics and the functioning of the website but not the advertisement cookies, you can choose the setting in your browser “block cookies of third parties”. *Beware*: most websites do not optimally function when cookies are disabled.

Expiration date of cookie and removal of cookies

Most cookies have an expiration date. This means that they will automatically expire after a certain period and no longer register any data concerning your visit to the website. Another option is to remove the cookies manually before the expiration date. In order to do this, consult the instruction manual of your browser.

Your rights

You can always contact us if you have any questions regarding our privacy statement. Besides that, you have to the following rights regarding your personal data:

- **Right of access:** you have the right to see what kind of personal data we processed about you;
- **Right of rectification:** you have the right to rectify any personal data we have processed about you, if this information is (partially) wrong;
- **Right to complain:** you have the right to file a complaint against the processing of your personal data by us, or against direct marketing;
- **Right to be forgotten:** you can file a request with us to remove any personal data we have processed of you;
- **Right to data portability:** if technically possible, you have the right to ask us to transfer your processed personal data to a third party;
- **Right to restriction of processing:** you can file a request with us to (temporarily) restrict the processing of your personal data.
- **Right to revoke your consent,** when we process your data based on your consent.

You may send a request by sending an email to hello@fangage.com. To prevent abuse, we may ask you to provide proper proof of your identity. If you want to inspect personal data linked to a cookie, you should include a copy of the relevant cookie with your request, which you can find in your browser settings.

We will usually respond to your request within one month. This term can be extended if the request is proven to be complex or tied to a specific right. You will be notified about a possible extension of this term within one month.

Modification of this privacy- and cookie statement

We may change this privacy statement from time to time. Changes will be published on our website. It is therefore advised to consult this privacy and cookie statement on a regular basis so you are aware of these changes.

Complaints

If you would like to file a complaint about our use of personal data, please send an email with the details of your complaint to hello@fangage.com. We will look into it and respond to any complaint we receive.

If you think that we are not helping you correctly, you have the right to file a complaint with the national supervisory authority responsible for the protection of personal data against our processing of your personal data. For the Netherlands, this is the [Autoriteit Persoonsgegevens](#).

Contact details

If you have any questions and/or suggestions regarding our privacy policy, please contact us.

Fangage B.V
Johan Huizingalaan 400
1066 JS Amsterdam

E-mail: hello@fangage.com

Chamber of Commerce: 66554721