

Privacy Policy – TalentTester

1. Purpose

We are convinced that protecting the privacy of our clients is essential. Whenever we process your personal data, we do so in accordance with the provisions of the General Data Protection Regulation (GDPR) of 27 April 2016 and the Belgian Act of 8 December 1992 on the protection of privacy with regard to the processing of personal data.

This privacy policy describes the various measures taken to protect your personal privacy when using our websites and services, as well as your rights as a user and/or client.

You are kindly invited to read this privacy policy carefully. We cannot exclude possible future updates. Therefore, we recommend that you regularly consult this policy to remain informed of any changes.

2. Consent

By using our websites and services, you agree that certain personal data may be automatically collected and processed in accordance with the purposes described below.

3. Processing of Personal Data

We collect certain personal data in order to operate our websites and deliver our services, including the provision of tests to support talent discovery and behavioural profiling, client administration, processing and follow-up of orders, and direct marketing.

TalentTester only uses the personal data you provide directly. Additionally, our web server automatically recognizes your IP address and domain name each time you visit our website.

Personal data is processed in the context of fulfilling our contractual obligations and allows us to respond to your requests, particularly talent discovery or test delivery, to improve our website and services, and to tailor them to your needs.

We reserve the right to use your data for market and satisfaction research, or for further development of our services, possibly by working with subcontractors.

We may also use your data to send commercial information electronically about new services, job opportunities, etc.

You can unsubscribe via the link at the bottom of each newsletter. Once you do so, your email address will be removed from our mailing list.

4. Legal Basis for Processing

The data is processed based on the following legal grounds:

- Your explicit consent when visiting our website or portal.
- A contractual relationship when you wish to use our services.

If you object to the processing of your data, the agreement cannot be executed and you will no longer be able to use our services.

5. Disclosure of Personal Data

To deliver certain services, we reserve the right to share your personal data with our partners. Your data will not be transferred to organisations located outside the European Union.

Furthermore, with your prior express consent, we may share your personal data with third-party vendors who are contractually bound to us and offer products or services that may be of interest to you.

You may withdraw your consent at any time.

6. Retention Period

Your data will be stored for as long as necessary to fulfil the purposes for which it is processed, with a maximum of 3 years, unless a longer retention period is legally required for specific data.

7. Security and Confidentiality

We are committed to maintaining the confidentiality of your personal data and have implemented appropriate security measures to prevent any loss, misuse, or alteration.

8. Data Controller

Your data is processed by TALENT TESTER BV, with registered office at Kasteeldreef 35, 2970 Schilde, Belgium, company number 0668.376.025.

You can contact us via phone at +32 (0)473/91.90.91 or by email at nancy.steels@talenttester.be

For recruitment activities, TalentTester acts not as a data controller, but as a processor on behalf of the employer.

9. Your Rights

In accordance with the GDPR, you have the right to access, rectify, delete or object to the processing of your personal data, as well as the right to data portability.

You can exercise your rights by sending an email to: nancy.steels@talenttester.be

You may also unsubscribe from newsletters or commercial communications by clicking the “Unsubscribe” link in any mailing.

Please note that your request applies only to the email address specified. If you receive messages at multiple addresses, you must unsubscribe for each one.

10. Cookies

Browsing our website may result in cookies being placed on your computer. These cookies enhance usability and improve interaction.

You may refuse the installation of cookies, but doing so may affect access to certain services.

11. Data Protection Officer and Supervisory Authority

For more information or to file a complaint regarding the processing of your personal data, you can contact TalentTester or the Data Protection Authority (GBA/APD).