

# COOKIE POLICY AND NEW TECHNOLOGIES NXTPEOPLE

## WHICH PARTIES?

In this cookie policy, NXTPeople refers to:

- NXTPeople NV, with registered office at Wolvenstraat 23 8500 Kortrijk and with CBE number 0439600.535

## WHAT ARE COOKIES?

Cookies are small data files that are created by the web server, but which are stored on the device you use to visit this website, such as the hard drive of your PC or in the memory of your smartphone or tablet.

In principle, you cannot be identified on the basis of cookies. It is possible to find out which device you surf the internet with (including via the so-called IP address). However, if a certain device is used by several people or if the same person uses several devices, it is impossible to find out who it is, even for the internet provider.

There are different types of cookies that can be distinguished according to their origin, function and lifespan.

More information about the types of cookies can be found at [www.allaboutcookies.org](http://www.allaboutcookies.org).

## WHAT TYPES OF COOKIES DO WE USE?

### FUNCTIONAL (NECESSARY) COOKIES

These cookies ensure that our website functions properly. For example, they allow you to navigate between the different parts of the website or to fill in forms. If you refuse these cookies, certain parts of the website may not work (optimally). For example, we use cookies that ensure that the user remains logged in, and cookies that keep track of whether or not the user has accepted the cookie policy.

### PREFERENCE COOKIES

Ces cookies font en sorte que notre site web puisse stocker certaines informations qui influencent la conception de notre site web. On pense par exemple à la langue de préférence, la région où habite la personne, ... Nous veillons à ce que vous ayez une expérience de surf plus personnalisée en tant que visiteur. Notre site web utilise ainsi une inscription ou une lettre d'information. Ces cookies peuvent être utilisés pour vous reconnaître lorsque vous visitez à nouveau le site web, pour stocker vos données d'inscription ou pour retenir vos préférences dans le site web.

### ANALYTICAL COOKIES

NXTPeople may use cookies for website analysis through the use of Google Analytics. Google uses this information to keep track of how the website is used, to compile reports on website activity and to provide other services related to website activity and internet usage. Google may provide this information to third parties if Google is legally obliged to do so, or insofar as these third parties process the information on behalf of Google. Google will not combine your IP address with other data held by Google. For more information regarding Google's privacy policy, see <https://policies.google.com/privacy?hl=en>.

This cookie has been set in a privacy-friendly manner in accordance with the manual of the Dutch Data Protection Authority. ([https://autoriteitpersoonsgegevens.nl/sites/default/files/atoms/files/handleiding\\_privacyvriendelijk\\_instellen\\_google\\_analytics\\_mrt\\_2018.pdf](https://autoriteitpersoonsgegevens.nl/sites/default/files/atoms/files/handleiding_privacyvriendelijk_instellen_google_analytics_mrt_2018.pdf))

### SOCIAL MEDIA COOKIES

Our website offers the option to share certain information via social networks such as Facebook.com, LinkedIn.com or Twitter.com. When using this functionality, these social networks may place cookies on your computer to keep track of what information has been shared. In addition, this website may contain media files from third party websites such as Youtube.com (Google). When playing these media files, cookies may be placed by these third parties. In addition, certain pages may contain a Facebook pixel.

For more information about how these companies handle personal data:

Facebook: <https://nl-nl.facebook.com/about/basics>

LinkedIn: <https://www.linkedin.com/legal/privacy-policy>

Twitter: <https://twitter.com/en/privacy>

### HOW CAN YOU MANAGE YOUR COOKIES?

You cannot disable the functional cookies.

The other cookies are only placed with permission that you give on the first visit to our website. This permission can be adjusted at any time via the cookie manager on our website.

### CHANGES TO THIS COOKIE POLICY

The terms of this policy may change from time to time. Any changes we anticipate will be posted on the website by means of an appropriate notice.