

PRIVACY STATEMENT

Marble

This privacy statement explains how Marble Labour Law B.V. ("**Marble**") handles the processing of personal data. Marble is the data controller (as referred to in the General Data Protection Regulation ("**GDPR**", in Dutch: "AVG") with respect to the personal data it processes. We reserve the right to change this privacy statement and will always publish the most recent version of this privacy statement on our website. If there are substantial changes that could significantly affect one or more of the parties involved, we will endeavour to inform those involved immediately. This privacy statement was last amended in January 2023.

Processing of personal data

This privacy statement applies to the processing of personal data by Marble. Marble processes personal data of (potential) clients, relations and referrers, suppliers and applicants.

Marble processes personal data for the execution of our legal practice, mediation assignments, for recruitment and selection purposes, for organising events, sending newsletters and invitations to events, improving our services and to comply with laws and regulations.

Marble processes the following personal data, among other things: (a) name, address, place of residence; (b) telephone number, e-mail address; (c) information contained in our records; (d) other personal data provided by you.

Basis of the processing

In order to process your personal data, they must be based on one of the principles of the GDPR. In the case of Marble, this is - depending on the specific personal data - based on entering into and executing the agreements with our clients and our suppliers, a legal obligation, a legitimate interest or consent.

No cookies

Marble's website does not place cookies that require prior consent.

To whom does Marble provide personal information?

In order to be of service to you and to perform work, Marble engages other parties to process personal data. Sometimes Marble is legally obliged or forced by a judge to provide personal data to, for example, the Tax and Customs Administration, the police or the supervisory authority. Sometimes it is necessary for Marble to provide information to courts, couriers and other suppliers, parties involved in files and bailiffs in order to perform the work.

If Marble has personal data processed by a third party, Marble concludes - if necessary - a processing agreement with these "processors" that complies with the GDPR. For example, a processor may be an IT service provider that supports the work.

Your rights with regard to personal data

If Marble processes your personal data, you have the right to view, correct, delete or limit them under the circumstances stated in the GDPR. You can also object or request the transfer of your personal data in the cases provided for in the GDPR.

Access and correction: if you want to know whether Marble processes your personal data or if you want to change your personal data, please contact us at info@mlb.nl. Marble may ask you to identify yourself first.

Delete: under certain circumstances, the GDPR offers the possibility of having personal data deleted. You can make your request via the above mentioned e-mail address. We will then assess whether the request can be executed. In some cases, Marble may be required to retain your personal information, for example on the basis of tax obligations or to ensure that you do not receive e-mails from Marble.

Restrict: you may contact us at the above e-mail address to request that we restrict the processing of your personal data if you believe that your personal data are inaccurate, the processing is unlawful, you need the data for legal purposes or you have objected to the processing.

Objection: If Marble processes your personal data on the basis of a legitimate interest, you may object to further use of your personal data via the aforementioned e-mail address for your specific reasons.

How does Marble protect your personal data?

Marble has taken appropriate technical and organisational measures to prevent the loss of personal data or unlawful processing.

How long does Marble store your personal data?

Marble will not store your personal data longer than necessary for the purposes for which your personal data are used.

Questions or complaints?

If you have any questions about the way Marble processes your personal data, please let us know. Furthermore, you can always submit a complaint to the Personal Data Authority.

* * *