

PRIVACY STATEMENT

INTER MARINE GROUP

Your privacy is important to us. If you leave your personal details on the Inter Marine website, your personal information will be processed in accordance with this privacy statement. Inter Marine has equipped its systems with due care and security, to ensure the privacy of applicants, employees, affiliates and other visitors of the company website, in agreement with the requirements of the European General Data Protection Regulation (GDPR).

The Inter Marine website uses cookies to allow us to see how our website is being used and what services are being accessed, which gives us the possibilities to continuously improve our website and our services. Additionally, we gather numerical data and totals. The visitor's identity is however of no importance.

Inter Marine collects and processes personal information as well. Personal information you enter on the website if you create an account, if you register yourself as a candidate, or if you are applying for a job via our website, may be collected and processed. We only collect and process the data necessary for our services. If you register yourself, we collect your contact details, email address, telephone number, gender, nationality, date of birth and your resume.

If you also wish to upload a copy of your passport, seaman's book, certificates and/or other licenses or personal information with your registration on our website, then we will process this information as well. It is not compulsory to provide this additional information at this stage. However, it does help us to assess whether we have a suitable job for you. If you are being employed by Inter Marine at one of our customers, we will process and keep a record of your passport, BSN, any work and/or residence permit and other information related to our personnel, payroll and absence administration. You give your permission for processing and keeping a record of this information by signing your employment agreement with Inter Marine. Inter Marine, as an employer, has, in fact, legal obligations concerning the records of her employees.

A strictly limited amount of personal information can be shared with other Inter Marine entities, clients, authorities, auditors and possibly with suppliers (such as software providers, insurers or training institutes), however only after you have given your consent to share your personal information. The provision of your personal information will always be in line with the General Data Protection Regulation (GDPR), in force since the 25th of May, 2018, and shall always be justified by a legal obligation and/or the execution of an instruction by any public authority.

Your personal information shall be saved for a maximum period of two years after termination of your employment. Every year you will receive an (electronic) message in which we remind you that you are registered in our database. You can indicate at that time if you wish to be removed from our database if desired. After two years, we ask your permission to keep your personal information in our database. Specific personal information required for handling (insurance) claims, litigation, audit, tax or other legal obligations, etc. shall be kept in our files for a longer period (five or seven years).

We will also save the personal information of our applicants for a maximum period of four weeks, after the date of their registration at Inter Marine, unless we received the approval to keep the information in our system for a longer period. The procedure as described above shall be applicable accordingly.

Inter Marine saves the contact details of business relations, such as employees of customers, suppliers, vendors and/or government authorities with whom Inter Marine is doing business. Inter Marine only processes information which is necessary for our services. Inter Marine will mostly process names, contact details and function or title of business relations.

All persons registered at Inter Marine have, at all times, the right to access, modify or delete their personal information. If you wish to access, modify or delete your personal information which is registered at Inter Marine, please inform your contact person at Inter Marine about this.

Inter Marine continuously develops the Inter Marine website and software and therefore continues to maximise the security of personal information at all times. Inter Marine uses a data security policy and has, taking into account the state of the art, taken technical and organisational measures in order to prevent unlawful use of personal data. These measures shall be evaluated and, where appropriate, be updated.

Inter Marine employees who have access to your personal information and possible information regarding absence or illness, are bound by a confidentiality clause including a penalty clause.

Should you have any questions, comments or complaints regarding the protection or processing of your personal information, please contact our Data Protection Officer at rodo@intermarinegroup.com or your contact person at Inter Marine. If you suspect or recognise a breach of security, please report this immediately at Inter Marine via telephone number +48 58 660 84 00.

COOKIE POLICY

Our website uses cookies – small text files that are placed on your machine to help the site provide a better user experience. In general, cookies are used to retain user preferences, store information for things like shopping carts, and provide anonymised tracking data to third party applications like Google Analytics. As a rule, cookies will make your browsing experience better. However, you may prefer to disable cookies on this site and on others. The most effective way to do this is to disable cookies in your browser. We suggest consulting the Help section of your browser or taking a look at the www.AboutCookies.org website which offers guidance for all modern browsers.

Types of cookies we use

Functional

These cookies are used to ensure you can correctly navigate our websites and play videos, listen to podcasts or share pages via social media.

Performance

These cookies are used to analyse trends, administer the website, track visitor movements and gather broad demographic information for aggregate use. We use the information to compile reports and to help us improve our websites. These cookies are not linked to personally identifiable information.

Targeting and Advertising

The social media sharing functionality on certain web pages is provided by the third party AddThis. As you navigate these pages or if you use the sharing buttons, AddThis will automatically set cookies. We have no control over the cookies that AddThis uses. You can opt out of addthis.com cookies at <http://www.addthis.com/privacy/opt-out>. We sometimes advertise our products, services and vacancies on third party websites such as LinkedIn, Facebook, Twitter, Instagram, Google and Bing. To help us target our advertising we use cookies from those third parties on our websites to tell us which pages you clicked on and interacted with. Each third party uses its own tracking cookies. If you don't want to be shown targeted advertising, some third party sites allow you to request not to see messages from specific advertisers. These third party cookies are not under our control so you should check the websites and cookie policies of any third parties.

Other technologies

If you register to receive updates by email, you will receive emails which will contain a web beacon. This will take the form of a small, transparent image, which is embedded in each email. It will be used to send information such as your IP address, when each email was viewed, from what device and which geo-location. We use information about email usage to compile reports and to help us improve our communications. Our websites may also collect your IP address which is routinely stored as part of web server log files for 14 days.

How to manage cookies

All recent versions of popular browsers give you a level of control over cookies. You can set your browser to accept or reject all, or certain, cookies. For instructions on how to manage cookies, please read the 'Help' section of your browser or visit our guide at www.aboutcookies.org. Please be aware that some areas of our website may not function after you have changed your cookie settings.

Contact

If you have any queries concerning our use of your personal information, please email rodo@intermarinegroup.com.