

PRIVACY POLICY

Last updated: 18 June 2026

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Jobbex.IT ("we," "us," or "our") is the trading name used by Jobbex Consultancy B.V. (Netherlands) and Jobbex Group Portugal, Lda. (Portugal), both subsidiaries of Jobbex Group B.V. We are committed to protecting your privacy and handling your personal data responsibly, in accordance with the General Data Protection Regulation (GDPR) and other applicable data protection laws.

This privacy policy explains how we collect, use, store, and protect personal data when you visit our website, engage with our services, or apply for opportunities through us.

1. Who we are and who controls your data

Jobbex.IT is a European technology and engineering partner, delivering IT professionals, managed teams, and project-based services across Europe.

Depending on the services provided, the data controller is either:

- Jobbex Consultancy B.V. — Velmolenweg 52A, 5404 LD Uden, The Netherlands (KVK: 77804228)
- Jobbex Group Portugal, Lda. — Rua Nova dos Mercadores 33, 1990-197 Lisbon, Portugal (NIPC: 516035177 / VAT: PT516035177)

Both entities operate under the Jobbex.IT brand and are subsidiaries of Jobbex Group B.V. (KVK: 75770318). Where relevant, the specific data controller will be identified to you, for example in your engagement agreement.

For any questions regarding this privacy policy or how we handle your personal data, please contact us at:

Email: info@jobbex.it

2. Personal data we collect

We collect different categories of personal data depending on how you interact with us.

2.1 Website visitors

When you visit jobbex.it, we may collect:

- Technical data (IP address, browser type, device information, pages visited)
- Cookie data (see Section 6)

- Information you voluntarily submit through contact forms, including your name, email address, phone number, company name, and the content of your message

2.2 Business contacts and clients

If you represent a company we work with or that has expressed interest in our services, we may collect:

- Name, job title, and company details
- Business contact information (email, phone number)
- Communication history and records of our business relationship

2.3 Candidates and technology professionals

If you apply for a role, register your interest, or are placed with us as part of our teams, we may collect:

- Name, contact details, and date of birth
- CV, work experience, qualifications, and certifications
- Nationality, work permit, and right-to-work documentation
- Language skills and technical competencies
- References and information provided by previous employers
- Payroll and bank details, where relevant to your engagement with us
- Any other information you choose to share with us during the recruitment or engagement process

3. How and why we use your personal data

We process personal data for the following purposes, based on the legal grounds indicated:

Purpose	Legal basis
Responding to enquiries submitted via our website	Legitimate interest / Consent
Managing our relationship with business clients and partners	Performance of a contract / Legitimate interest
Assessing candidates for technology and engineering opportunities	Performance of a contract / Consent
Placing and managing IT professionals within client projects	Performance of a contract
Verifying right to work and compliance documentation	Legal obligation
Improving our website and services	Legitimate interest
Sending updates about opportunities or services, where you have opted in	Consent

We do not use automated decision-making or profiling that produces legal or similarly significant effects on individuals.

4. Sharing your personal data

We do not sell your personal data. We may share personal data with:

- Clients, where relevant for placing and managing technology professionals within their projects
- Group companies, including Jobbex Consultancy B.V. (Netherlands), Jobbex Group Portugal, Lda. (Portugal), and Jobbex Group B.V., for the purposes described in this policy
- Service providers and subprocessors, including but not limited to IT hosting providers, payroll providers, cloud service providers (such as Microsoft 365, Google Workspace, or equivalent), and other parties who process data on our behalf under appropriate data processing agreements
- Authorities, where required by law or to comply with legal obligations

Where personal data is transferred outside the European Economic Area (EEA), we ensure appropriate safeguards are in place, such as Standard Contractual Clauses (SCCs). Some of our service providers may be based in the United States or other countries outside the EEA; in such cases, transfers are subject to appropriate safeguards in accordance with applicable data protection law.

5. Data retention

We retain personal data only for as long as necessary to fulfil the purposes for which it was collected, including:

- Website contact form submissions: up to 24 months after the last contact, unless a business relationship develops
 - Candidate data: up to 4 years after the last contact, in line with applicable recruitment recordkeeping practices, unless you ask us to delete it sooner or a longer period is required by law
 - Client and contract-related data: for the duration of the business relationship and for the period required by applicable tax, labour, and commercial law afterwards (typically 7 years)
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6. Cookies and similar technologies

Our website uses cookies and similar technologies to ensure the site functions properly, to remember your preferences, and to help us understand how visitors use our website.

We use the following categories of cookies:

- Necessary cookies: required for the website to function correctly. These cannot be disabled.
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- Functional cookies: remember your preferences and settings to improve your experience.
 - Analytics cookies: help us understand how visitors interact with our website, so we can improve it.
- Where used, these are configured to limit the impact on your privacy. We will update this section to specify the analytics tools in use once our configuration is finalised.

You can manage or disable cookies through your browser settings at any time. Please note that disabling certain cookies may affect the functionality of our website.

7. Data security

We take appropriate technical and organisational measures to protect your personal data against unauthorised access, loss, misuse, or alteration. Access to personal data is limited to those who need it for the purposes described in this policy.

If you believe your data has been compromised or mishandled, please contact us immediately at info@jobbex.it.

8. Your rights

Under the GDPR, you have the right to:

- Access the personal data we hold about you
- Correct inaccurate or incomplete data
- Request deletion of your data ("right to be forgotten")
- Restrict or object to certain processing
- Receive your data in a portable format
- Withdraw consent at any time, where processing is based on consent

To exercise any of these rights, contact us at info@jobbex.it. We will respond to your request within one month, in accordance with the GDPR. To verify your identity, we may ask for additional information before processing your request.

If you believe we have not handled your personal data appropriately, you have the right to lodge a complaint with your national data protection authority. In the Netherlands, this is the Autoriteit Persoonsgegevens (<https://autoriteitpersoonsgegevens.nl>). In Portugal, this is the Comissão Nacional de Proteção de Dados (CNPd) (<https://www.cnpd.pt>).

9. Children's privacy

Our website and services are not directed at individuals under the age of 16. We do not knowingly collect personal data from children. If you believe we have inadvertently collected information from a child, please

contact us so we can delete it.

10. Changes to this policy

We may update this privacy policy from time to time to reflect changes in our practices or legal requirements. The "last updated" date at the top of this page indicates when the policy was last revised. We encourage you to review this page periodically.

11. Contact us

If you have any questions about this privacy policy or how we handle your personal data, please contact us at:

Email: info@jobbex.it

Netherlands

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