

## **Terms and conditions European Recruitment Dashboard**

### **Intelligence Group**

The European Recruitment Dashboard is a product of Intelligence Group. The European Recruitment Dashboard allows users to gain insight and information in labour market behaviour of more than 500 target groups in 28 countries. By using the European Recruitment Dashboard of Intelligence Group and/or visiting this website, you agree with the following terms and conditions.

#### **Use of the European Recruitment Dashboard is exclusive**

Intelligence Group reserves all right to grant individual users access as well as to suspend, refuse and/of (temporarily) deny access based on own insights and/or the Fair Use Policy (see below) at any time. The user is not permitted to transfer the right of use to third parties without prior permission from Intelligence Group.

The user of the European Recruitment Dashboard is expressly prohibited to provide credentials to third parties (not being the contracting party), renting out, selling results or giving the user right to third parties without written permission from Intelligence Group.

#### **Liability: results are subject to change**

User cannot derive any rights from the outcomes and/or the results of the European Recruitment Dashboard. The results are based on algorithms, large amounts of data, the Global Talent Acquisition Monitor (GTAM) of Intelligence Group and a knowledge of Intelligence Group. The European Recruitment Dashboard is constantly being developed. Results are always subject to change. The European Recruitment Dashboard or Intelligence Group is in no way liable for all direct and indirect damages or consequences caused by the use of the European Recruitment Dashboard.

#### **Intellectual Property**

The European Recruitment Dashboard is a product of Intelligence Group. The logo, the brand name, the software, the technology, the images and the texts on the website, the intellectual property rights are the exclusive property of Intelligence Group.

Any changes, updates, customizations or enhancements made to the existing European Recruitment Dashboard will be considered be part of Intelligence Group and Intelligence Group shall retain license, title and all ownership rights to any such changes, updates, customizations or enhancements.

#### **Fair Use Policy**

By using the European Recruitment Dashboard access is gained to valuable data and the associated algorithms. In order to counter abuse, excessive use or use for purposes other than those developed for the European Recruitment Dashboard, this Fair Use Policy has been drawn up.

The European Recruitment Dashboard offers the possibility to request up-to-date European labour market information. This information can be used to recruit more effectively and/or more efficiently or to manage the expectations of customers and clients. When the European Recruitment Dashboard is used for these purposes, there is Fair Use.

Examples of 'unfair use' are:

- Collecting all data from the database by making all possible combinations and draining the data.
- Extract too many different profiles a day.
- Publish data from the European Recruitment Dashboard without giving a source.
- (Use the results of) the European Recruitment Dashboard for purposes other than the goals described above.

If, in our opinion, the provision of this Fair Use Policy has been exceeded, we reserve the right to deny access to the Dashboard. You will be informed of this and as long as there is no abuse involved, we will first search for a suitable solution together. No money will be refunded if the Fair Use Policy is violated. Intelligence Group is free to adjust the Fair Use Policy without notifying the users.

### **Subscription**

The subscription to the European Recruitment Dashboard is bounded by organization and person and has a duration of 12 months. Prior to granting access to the Dashboard, it is decided to how many and to which countries access is provided. Once chosen, the country cannot be changed within the duration of the subscription. The next possible change in the subscription can be made after the expiration date of the subscription. Adding an extra country to the dashboard can be done at any time. The subscription is automatically renewed for 12 months - without notice. You can terminate the subscription up to one month before the expiration date by sending an e-mail to [info@intelligence-group.nl](mailto:info@intelligence-group.nl).

### **Terms of payment**

The subscription fee is due in advance before each contract period. The payment term is 30 days. No refund is possible in case of early termination. If the payment term is exceeded, Intelligence Group reserves the right to immediately suspend access to the European Recruitment Dashboard.

### **Confidentiality, processing and storage of data**

The European Recruitment Dashboard ensures that all information that the user shares with the European Recruitment Dashboard (and stores here) is treated confidentially by its employees and is not shared with third parties.

All analysis and reports issued by a user remain within the person-related account and cannot be shared with other parties in any way. The data that a user includes in its account cannot be indexed by external websites, such as search engines.

The personal data collected via the Dashboard are secured via the current, usual techniques. The European Recruitment Dashboard stores your (personal) data as long as your account is maintained or as long as the law prescribes it. The European Recruitment Dashboard may retain the personal data for longer if there are circumstantial reasons for doing so.

Intelligence Group is allowed to use the logo from the customer unless there is a non-disclosure agreement (NDA) or other privacy statement. In case necessary and on request by letter Intelligence Group will remove the logo.

### **Access, correction and deletion of (personal) data**

You can ask about your (personal) data and request that they are corrected or removed. Send an e-mail with your personal details to [informatiebeveiliging@intelligence-group.nl](mailto:informatiebeveiliging@intelligence-group.nl). In your request, please specify as much as possible to which personal data the request relates. In response to your request, we will inform you about the further course of the procedure. Intelligence Group normally responds to a request for an entry or correction within four weeks. In the event of a request for removal, the Intelligence Group will remove the relevant personal data as soon as possible, unless the law obliges to keep the relevant personal data or if there are (other) urgent reasons that oppose removal.

Intelligence Group will send you a confirmation message after execution of a removal request.

If Intelligence Group has not (partially) removed the relevant personal data, Intelligence Group will send the person concerned a message explaining why the request could not be (fully) met.

If the Intelligence Group cannot (fully) determine which personal data relates to a request for access, correction or deletion, Intelligence Group may ask the person concerned to (further) specify his request. Intelligence Group suspends the execution of the request until the person concerned has provided further specification.

### **Change of general terms and conditions**

Intelligence Group reserves the right to update and revise its terms and conditions from time to time for legal and other developments. We therefore advise you to consult the general terms and conditions regularly on the website of the European Dashboard Dashboard in order to stay informed of any changes.