Privacy & Cookie Statement Corporate Website

Last amended on October 18, 2019

1   Who are we?

We are Wonderkind, an innovative company that uses software to target job advertisements for our Clients. Throughout this website, Wonderkind processes privacy-sensitive and/or personal data. Wonderkind values the privacy of its visitors and users, and observes due care in processing and protecting personal data.

During our processing activities, we stick to the requirements of the General Data Protection Regulation (GDPR).

This means we:

- Clearly specify our purposes before we process personal data, by using this privacy statement
- Limit our collection of personal data to only the personal data needed for legitimate purposes
- Ask for explicit permission to process your personal data in cases where your permission is required
- Take appropriate security measures to protect your personal data, and that we demand the same from parties who process personal data on our behalf
- Respect your right to inspect, correct, and/or delete your personal data that is held by us

When we gather personal data for our own business needs, Wonderkind is the responsible party (the Data Controller). For example, when we gather personal data in order to provide users access to our platform and enable our users to place job advertisements or use other related services.

This privacy statement is only applicable to the use of our websites by users, and to visitors of this corporate site (wonderkind.com and jobs.wonderkind.com).

For information about how we process data from (prospective) job applicants, which we perform on behalf of our Clients, please see our Candidate Privacy Statement and the privacy statement(s) of the relevant Client(s). In this privacy statement, we will explain which personal data we collect and for which purposes. We recommend that you read it carefully.

2   What data do we gather?

When you use our website, create an account, fill in a contact form, send us a message via instant messaging through our website, or send us an email, you provide personal data to us.

We collect and use the following data, for the purposes as mentioned in this privacy statement:

- Name
- Company name
- Telephone number
- Email address
- Company address
- User ID
- Password
- Website usage information: IP addresses, domain, browser type and language, referring website addresses, date/time of visits, and page view data
- Search keywords
- Other personal data which you provide to us via a contact forms, instant messaging, or email

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Storage of your personal data
The majority of the personal data that we collect e.g. through contact forms on our website or directly from Prospects and/or Clients of Wonderkind are stored in Salesforce, our Customer Relation Management (CRM) system. Salesforce complies with the EU-U.S. Privacy Shield Framework as set forth by the U.S. Department of Commerce regarding the collection, use, and retention of personal data transferred from the European Union to the United States in reliance on Privacy Shield. Salesforce has certified to the Department of Commerce that it adheres to the Privacy Shield Principles with respect to such data. Please click this link to learn more about Salesforce's commitment to privacy.

3   How do we use your data?
We might use your data to:

- Remember you when you visit our website and see how you navigate through it by using cookies. We explain which cookies we use below
- Use your anonymised data to identify your interests. We might then put your anonymised data into audience segments, which means we can serve you advertisements and offers that will interest you
- Ensure that the products and services we provide to you are correctly administered
- Contact you by email, mail, telephone, text message, instant messaging through our website or through social media to let you know about any of our products, services or promotions (which, in some cases may be provided by third parties)
- Ensure that materials on the website or in apps are presented in the most effective way for you and your computer or mobile device
- Collect and log numeric internet addresses to improve the website, and to monitor website usage to better understand our users' experience (e.g. how much time they spend on which pages, which links they choose to click, what users do and don't like, etc.)
- Assess and understand our readers' feedback and identify usage hotspots
- To keep you updated on any of our services that you have subscribed to, unless you have told us otherwise
- To provide access to our platform. This platform allows you, among other things, to place job advertisements, and to analyse their performance
- To fully answer, and correctly handle your message or question when you send us a message via instant messaging on our website, fill out a contact form on our website, or send us an email

4   Applicants to Wonderkind jobs (jobs.wonderkind.com)
This section is only applicable to applicants of jobs at Wonderkind as shown on our Careers Site (jobs.wonderkind.com).

By applying for a job on Wonderkind's Careers Site, you give consent to Wonderkind to process your personal data to facilitate the entire job application procedure by pressing 'submit application'. The following personal data may be processed by Wonderkind:

- Full name, email address, telephone number and picture
- Curriculum Vitae/Résumé
- Cover letter
- Your LinkedIn or Indeed profile
- Which job you have applied for, and the statuses, notes and planning related to your job application
- Email communications

After the job application procedure has been ended, we will delete your personal data within a reasonable time from our Careers Portal, unless we have informed you that we require it for other purposes (e.g. Wonderkind's talent pool) and you gave consent to it. At any time, you may exercise one of the rights mentioned in section 9 of this privacy statement.

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5   Cookies

Part of the personal data we collect, is collected via cookies or other technologies, which are placed in part by third parties.

A cookie is a small piece of information that is placed on your computer when you visit certain websites. When we refer to "cookies", we include other technologies with similar purposes. We use multiple types of cookies on our site.

We have no access to third party cookies and third party organisations have no access to ours. The third-party organisations that place cookies have their own strict privacy policies.

On wonderkind.com and jobs.wonderkind.com we make use of the following cookies:

First Party Cookies

	Domain	Cookie	Explanation	Duration
Strictly Necessary	.wonderkind.com	_dc_gtm_UA-69799721-3	This is a Google Tag Manager cookie that Wonderkind uses to load other scripts and code onto a page. Where it is used, it may be regarded as strictly necessary because without it, other scripts may not function correctly.	Session
	wonderkind.com	XSRF-TOKEN	This cookie protects our page from attacks by malicious sources, e.g. spam.	Session
	.wonderkind.com	OptanonConsent	This cookie is set by the cookie compliance solution from OneTrust. It stores information about the categories of cookies the site uses and whether visitors have given, or withdrawn consent for the use of each category. This enables site owners to prevent cookies in each category from being set in the user's browser, when consent is not given. The cookie has a normal lifespan of one year, so that returning visitors to the site will have their preferences remembered. It contains no information that can identify the site visitor. This cookie is set by Recruitee and keeps track of who clicked "Agree" on the cookie notice on the careers site.	1 year
	jobs.wonderkind.com	Allow_cookies		1 year
Performance/Functionality	.wonderkind.com	_ga	This cookie is used to distinguish unique users by assigning a randomly generated number as a Client identifier. It is included in each page request on a site and is used to calculate visitor, session, and campaign data for the site's analytics reports.	2 years
	.wonderkind.com	_gid	This is a Google Analytics cookie that stores, and updates a unique value for each page visited.	24 hours
	jobs.wonderkind.com	_recruitee_careers	This is a Recruitee cookie which keeps track of the source of candidates.	Session

	Domain	Cookie	Explanation	Duration
Marketing	.wonderkind.com	intercom-id-z8hr7d0a	Anonymous visitor identifier cookie. The cookies enables you to use the chat service called Intercom.	9 months
		intercom-session-z8hr7d0a	Identifier for each unique browser session. It keeps track of the sessions. This session cookie is refreshed on each successful logged-in ping, extending it to 1 week from that moment. The user can access their conversations and have data communicated on logged out pages for 1 week, as long as the session isn't intentionally terminated with 'Intercom ('shutdown')';, which usually happens on logout. Please click this link to see Intercom's privacy policy.	1 week
	wonderkind.com	visitor_id398682	This is a Pardot cookie who tracks visitors and prospect activities on our website. Cookies are set to remember preferences (like form field values) when a visitor returns on our site. Pardot also sets a cookie for logged-in users to maintain the session and remember table filters.	3650 days

Third Party Cookies

	Domain	Cookie	Explanation	Duration
Targeting/Advertising	.doubleclick.net	_drt_	This domain is owned by Doubleclick (Google). The main business activity of Doubleclick is Google's real time bidding advertising exchange. Please click this link to see Google's privacy policy.	Decided by Google
		id		Decided by Google
	.facebook.com	Datr	This domain is owned by Facebook. As a third-party host provider, it mostly collects data on the interests of users via widgets such as the 'Like' button found on many websites. This is used to serve targeted advertising to its users when logged into its services. Facebook also serves up behaviourally targeted advertising on other websites, similar to most dedicated online marketing companies. These cookies identify the browser connecting to Facebook. Facebook reports that it is used to help with security and suspicious login activity, especially around detection of bots trying to access the service. These cookies also contain unique browser, and user ID combinations, used for targeted advertising and to manage the login process, and remember returning users (if they choose to stay logged in.) They also remember display locale when user logs out, for returning language and location preferences. Please click this link to see Facebook's privacy policy.	60 days
		x-src		60 days
		Fr		60 days
		Lu		60 days
		Locale		60 days
	.google.com	APISID	This domain is owned by Google Inc. Google uses the data gathered from most of its services to profile the interests of web users and sell advertising space to organisations based on these	60 days
		SSID		60 days
		NID		60 days

		SID SAPISID HSID	interest profiles as well as aligning adverts to the content on the pages where its customers' adverts appear. These cookies are used for session state management in combination with HSID to verify a Google user account and most recent login time. Please click this link to see Google's privacy policy.	60 days 60 days 60 days
	.ads.linkedin.com	UserMatchHistory BizoID lang	This domain is owned by LinkedIn. These cookies are used by LinkedIn to gather insights and advertising intelligence (statistics for LinkedIn-advertising).	6 months 6 months session
	.linkedin.com	lidc _lipt bcookie li_oatml _ga _guid lang liap	These cookies are used by LinkedIn to track the use of embedded services. LinkedIn cookies are being used to serve relevant ads to you both on and off LinkedIn sites. Please click this link to see LinkedIn's Cookie Policy. You can find LinkedIn's Cookie Table here.	1 day 1 month 1 year 1 month 2 years 1 year session 1 year
Analytics	.hotjar.com	_hjClosedSurvey Invites _hjDonePolls _hjMinimizedPolls _hjDoneTesters Widgets _hjMinimizedTestersWidgets _hjDoneSurveys _hjIncludedInSample _hjShownFeedback Message	This domain is owned by Hotjar. We use Hotjar in order to better understand our users' needs and to optimize this service and experience. Hotjar is a technology service that helps us better understand our users' experience (e.g. how much time they spend on which pages, which links they choose to click, what users do and don't like, etc.) and this enables us to build and maintain our service with user feedback. Hotjar uses cookies and other technologies to collect data on our users' behavior and their devices (in particular their device's IP address [captured and stored only in anonymized form], device screen size, device type [unique device identifiers], browser information, geographic location [country only], and preferred language used to display our website). Hotjar stores this information in a pseudonymized user profile. Neither Hotjar, nor we will ever use this information to identify individual users, or to match it with further data on an individual user. For further details, please see Hotjar's privacy policy by clicking on this link. You can opt-out of the creation of a user profile, Hotjar's storing of data about your usage of our site, and Hotjar's use of tracking cookies on other websites, by following this opt-out link.	1 year 1 year 1 year 1 year 1 year 1 year 1 year 1 year
Marketing	.adnxs.com	usersync uuid2 anj icu	This domain is owned by AppNexus (through Match2One). These cookies register a unique ID that identifies a returning user's device. The ID is used for targeted ads at third-party websites aimed at people who have previously visited Wonderkind's website. Please click this link to see AppNexus' cookie policy. You can opt-out of the use of AppNexus' cookies by following this opt-out link.	90 days

We, and third parties, use these cookies in order to analyse the use and performance of our website, and to show advertisements tailored to your interests. For information on how long data collected via cookies is retained, please see the privacy statement of the relevant third parties.

Google, Facebook and Intercom are established in the United States. They are Privacy Shield participants, and for this reason transfer of personal data to these parties is allowed.

Use of Intercom Services
Wonderkind uses third-party analytics services to help understand your usage of our services. In particular, we provide a limited amount of your information (such as sign-up date and some personal information like your email address) to Intercom, Inc. ("Intercom") and utilize Intercom to collect data for analytics purposes when you visit our website or use our product. As a data processor acting on our behalf, Intercom analyzes your use of our website and/or product and tracks our relationship by way of cookies and similar technologies so that we can improve our service to you. For more information on Intercom's use of cookies, please click this link. We may also use Intercom as a medium for communications, either through email, or through messages within our product(s). For more information on the privacy practices of Intercom, please click this link. Intercom's services are governed by Intercom's terms of use which can be found at this link.

Deleting cookies and changing cookie settings
You can delete cookies stored on your computer and/or change your cookie settings at any time through your browser settings.

For more information, please refer to the following links:
- Internet Explorer
- Microsoft Edge
- Google Chrome
- Mozilla Firefox
- Safari

Do Not Track
California law requires us to let you know how we respond to Do Not Track (DNT) signals. Wonderkind makes use of the OneTrust's cookie consent management tool. This tool will honor DNT preferences. For more information about Do Not Track, please visit https://allaboutdnt.com/.

6   Protecting your data
The password you provide when registering with the website is encrypted to ensure protection against unauthorised access to your personal data.

We invest in high-quality security, and do our utmost to protect user privacy. No data transmission over the Internet can be entirely secure and, therefore, we cannot guarantee the security of your personal data and/or use of the website. Any information that you send is at your own risk and may be read by others. However, once we have received your personal data we use strict procedures to protect the security of this data. Wonderkind takes information security seriously as evidenced by our ISO/IEC 27001:2013 and NEN 7510:2017 certificates.

We take the following security measures to reduce risk of misuse of, and unauthorised access to, personal data:

- Logical access control, using two-factor authentication
- Automatic logging of actions
- Organisational, and physical measures for access security
- Security of network connections via Transport Layer Security (TLS) technology
- SSH-keys
- Application logs
- Encryption of authentication tokens

7 Disclosing your data

We may disclose your personal data if we are required to do so by law, or if we believe in good-faith that such action is necessary to comply with the law.

We sometimes share your personal data with third parties (subcontractors, or parties who provide various products and services on our behalf). We may also do this in order to verify, correct, and add further contact information to the details we hold on you.

We never sell personal data, or pass it to third parties for marketing purposes without your permission.

In order to execute an agreement, we may provide your data to the following third parties:

- Payment service providers
- Email service providers
- Hosting providers
- Providers of technical support

We will only provide personal data to a government agency when we are obliged to do so by law.

8 Retention of data

The personal data that you provide to us when creating an account, is retained until you deactivate your account, and then three months after that in order to answer any potential follow-up questions. The personal data that you provide to us when you fill out a contact form or, send us an email, is retained until we have fully dealt with your question or request, and six months after that in order to answer any additional questions.

The data we collect via cookies is stored according to the privacy policies of the relevant third parties. Please view the privacy statements of these third parties for more information.

9 Your rights regarding your personal data

Within our portal, you can access a management environment where you can set, specify and change settings, and modify your personal data if necessary.

You have the right to request your personal data for inspection.

You can request your personal data for rectification or erasure, when the data is incorrect or no longer relevant. You have the right to object against the processing or restrict the processing of your personal data.

You have the right to obtain a copy of your data in a standard, machine-readable format.

To exercise any of the rights mentioned in this privacy statement, you may submit a written request to Wonderkind. This can also be done by sending an email to Wonderkind's privacy team: privacy@wonderkind.com.

If you are of the opinion that we process your personal data in a manner contrary to applicable privacy rules, then you have the right to submit a complaint to the Autoriteit Persoonsgegevens (Dutch Data Protection Authority).

10 Third-party websites

This statement is not applicable to any third-party websites connected to this website through links. We cannot guarantee that these third parties will handle your personal data in a secure and careful manner. We recommend you read these websites' privacy statements before making use of these websites.

11 Changes to this Privacy Statement

We reserve the right to modify this statement. We recommend that you review this statement regularly, so that you remain informed of any changes.

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12 Contact information

If you have any questions about this privacy statement, please contact us at:

Wonderkind Global B.V.
H.J.E. Wenckebachweg 123
1096 AM Amsterdam
privacy@wonderkind.com

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