NESTAAN N.V.

Statement on the Protection of Personal Data

The protection of your personal data is of the utmost importance to Nestaan NV. In this privacy statement, we describe the measures we have taken to ensure the protection of your personal data in accordance with Belgian data protection legislation and the European General Data Protection Regulation (GDPR). Through this explanation, we aim to provide you with clear information on how we at Nestaan look after your personal data.

This privacy policy was last updated on 22 September 2026.

1.Organisation details

Nestaan NV – Leuzestraat 101- B8510 Bellegem

Contact person:
Frédérique van Nes 069.77.83.23 – frederique@nhb.be

2. What information do we collect?

The organisation collects the following data:

- **Personal data**

  • Personal details enabling us to identify and contact you, e.g. surname and first name, nationality and place of birth, address, telephone number, identity card number, national registration number, usual language, gender, email address, date of birth, family composition.

  • Career-related data, e.g.: employment status, type of contract, level of education, knowledge and skills, salary, data concerning payroll tax deductions, social security (ONSS) data, legal entity, employer, bank account number, company car, value of meal vouchers, time and attendance data, date of joining and leaving the company.

  • Data concerning work capacity (Idewe), hospitalisation, absenteeism, prevention profile (Idewe), membership status (Idewe), and Axa workplace accident data.

  • Data concerning your group insurance, e.g.: Vivium enrolment date, Vivium accumulated capital, Vivium policy number

  • Data collected with your consent.
  As required by law, we do not collect sensitive data such as racial or ethnic origin, political opinions or sexual orientation.

- **Customers, prospective customers (via infonestaan) and suppliers**

- Company
- Full name, address, VAT number

- Contact details: email address and telephone number
- Turnover and billing details

3. Purpose of the processing of personal data:
The organisation uses the data collected to:

- To be able to enter into a contract or provide a service
- To be able to analyse and improve our system (ISO 9001)
- To comply with legislation
- Vital interests
- A legitimate interest or public authority
- Business communications via telephone, mobile phone, email, etc.
- Support from the Service Desk/on-call service
- Services to your organisation and your employees
- Newsletters and information about our seminars and knowledge-sharing events. There is an option to subscribe to or unsubscribe from these communications.
- Provision of training and coaching
- Marketing activities
- Website contact and enquiry forms

We need this data for our standard business operations and to provide our services. In accordance with the GDPR, this falls under 'processing necessary for the performance of a contract' and 'the legitimate interests of the data controller'.

4. Social media

Nestaan NV has a company page on LinkedIn and Facebook to keep you, as a B2B client, informed about our services, current affairs, events, what it's like to work at Nestaan NV, and so on. You are free to choose whether or not to follow Nestaan NV on these social media platforms.

5. Newsletters

Nestaan NV also regularly uses newsletters to keep you informed in a B2B context. This information is tailored to and based on your position or role within your organisation, in accordance with our company's legitimate interest. If you subscribe to the newsletter via our website because you are interested in Nestaan NV's activities (and are not yet a customer), you authorise Nestaan NV to include your contact details (see below) in our CRM database, and these may be used for activities on the same basis. Each newsletter contains an 'unsubscribe' button which you can use to unsubscribe; in which case, you will no longer receive newsletters. Your contact details will still be stored in our CRM system so that we can continue to provide you with other services. If you do not wish this, you can let us know using the contact details provided elsewhere in this statement.

6. Who do we share the data we collect with?

The organisation only shares the necessary information with the following partners:

- Liantis for the payment of salaries
- Pluxee for meal vouchers
- Idewe for health and safety
- Axa and Vivium for insurance

We do not sell any personal data to third parties.
We will never sell or rent out your data to individuals or companies outside Nestaan NV. In the context of a job vacancy, your application may be submitted to potential employers, but only with your explicit consent.
If we engage an external data processor, we will always ensure that your data is treated confidentially and used securely. The external data processor will always be contractually bound to Nestaan NV. For example, data processors will never be permitted to use your personal data on their own initiative.

7. How long is the data retained?

Data is not retained for longer than is necessary to enable us to issue the required certificates in the future and to maintain the integrity of the database.
Personal data will be retained for as long as the working relationship continues and has not been terminated by either party. Following the end of the working relationship, personal data will be retained for a further seven years, in accordance with the statutory minimum retention periods for accounting and tax purposes. As the data subject, you may expressly request that this data be deleted earlier, without breaching the statutory retention periods.

8. How is personal data obtained?

- Data is obtained directly from the data subject
- Data is obtained from third parties (temporary employment agencies)
- In person, by telephone or by post
- Contact forms on our website
- Contacts made at seminars and networking events
- Contacts made through our partners
- Social media

9. Information on the rights of data subjects

Anyone may, upon request, access their personal data, have it corrected or deleted (right to be forgotten), provided that the integrity of the database is maintained.

Requests to access, rectify or erase data, to restrict processing, to object to the transfer of data, to withdraw consent (with effect from the future), or to lodge a complaint with the Commission may be sent by email to the following address: :privacy@nhb.be

10. Management and security

To achieve the objectives outlined above, only authorised personnel have access to personal data. These individuals may only collect the data necessary for the purposes described.

Access to the hardware on which the data is stored is protected by a firewall, a login and a password.

Confidentiality obligation: Any person with access to personal data is bound by a duty of confidentiality.

It goes without saying that the processing of personal data may change over time due to regulatory changes, technological developments, etc.
Nestaan NV reserves the right to amend the provisions of this statement if necessary. In such cases, the amendments will be published on our website.