DOBREbiuro.nl

Privacy Policy

Last updated: November 23, 2026
DobreBiuro.nl Software House & Staffing Hub

At DobreBiuro.nl, we respect your privacy and handle personal data in strict compliance with the EU General Data Protection Regulation (GDPR / AVG) and the Dutch Telecommunications Act (*Telecommunicatiewet*). This Privacy Policy explains what data we process, why we process it, and what rights you have.

1. Who is the data controller?

DobreBiuro.nl
Hart van Brabantlaan 12, 5038 JL Tilburg, The Netherlands
Chamber of Commerce (KvK): 96162511 | VAT (BTW): NL005191409B61
Privacy & GDPR contact: https://dobrebiuro.nl/#contact | Tel: +31 6 19505812

2. What personal data do we process and for what purpose?

We only process data strictly necessary to answer your request, deliver contracted services, or fulfill legal obligations:

- **Candidates (Recruitment & Staffing):** Full name, email address, telephone number, city/housing availability, and information included in your uploaded CV (work history, skills, qualifications). *Purpose & Legal Basis:* Matching your profile with job opportunities based on your explicit consent when submitting an application.
- **Business Clients & Software House Inquiries (Websites, WordPress, SEO, Ads, Custom Apps & Staffing):** Contact name, company name, email address, phone number, selected service estimator details, and message content. *Purpose & Legal Basis:* Preparing proposals, responding to inquiries, and executing service contracts (legitimate business interest and pre-contractual steps).
- **Language Support & General Inquiries:** Contact details and inquiry details needed to provide PL-NL-EN communication clarity or schedule a consultation (legitimate interest / request execution).

3. Who do we share your data with?

We treat your data as strictly confidential and **never sell or rent personal data** to third parties. Data may only be shared with:

- **Prospective Employers:** Strictly when you apply for a position and consent to your profile being presented.
- **Trusted Infrastructure & Security Processors (EU / GDPR-compliant):** Website hosting and email routing (FastComet), edge security and DDoS/bot protection (Cloudflare), encrypted relational CRM storage hosted in Frankfurt/EU (Supabase), and internal operations notifications. Where paid advertising conversions are measured after your explicit form consent, hashed (SHA-256) conversion confirmation signals may be transmitted server-side to advertising platforms solely to measure campaign effectiveness.

4. Retention periods

- **Recruitment records & CVs:** Retained during active recruitment and up to 12 months with your consent, or deleted immediately upon withdrawal of consent.
- **Client, quotation & invoice records:** Retained for the statutory administrative period under Dutch fiscal and civil law (typically 7 years for accounting records).
- **Anonymous first-party telemetry events:** Aggregated operational metrics without personal identifiers are retained for service quality, speed monitoring, and conversion improvement.

5. Your rights under the GDPR

You have the right to request access to your personal data, rectification of inaccurate data, erasure ("right to be forgotten"), restriction of processing, data portability, to object to processing based on legitimate interest, and to withdraw consent at any time via https://dobrebiuro.nl/#contact. You also have the right to lodge a complaint with the Dutch supervisory authority, **Autoriteit Persoonsgegevens** (autoriteitpersoonsgegevens.nl).

6. Technical & organizational security

All traffic is enforced over TLS 1.2/1.3 HTTPS with HSTS preloading, strict Content Security Policy headers, private encrypted storage vaults (0600/0700 server permissions), MIME-verified uploads, rate limiting, and Cloudflare Turnstile anti-abuse protection.

7. Cookieless First-Party Measurement & Essential Browser Storage

No Analytics or Marketing Cookies: DobreBiuro.nl does **not** set tracking, analytics, or advertising cookies on your device.

- **First-Party Cookieless Telemetry (Dutch Telecommunicatiewet Art. 11.7a Safe):** To measure page load speed (Core Web Vitals), calculator usability, and aggregate conversion rates without invading privacy, we send lightweight first-party events to our own server (`/api/event.php`). No cross-site identifiers or persistent cookies are stored, and **raw IP addresses are never stored** (only an irreversible daily rotating salted cryptographic hash is computed in memory for deduplication and abuse protection).
- **Temporary Session Storage:** Functional `sessionStorage` is used only inside your active browser tab to retain form drafts, interactive estimator selections, and landing attribution parameters (such as UTM campaign tags), which are included in an inquiry **only if** you actively submit a form with explicit GDPR consent.
- **Essential Security Controls:** Cloudflare edge security and Cloudflare Turnstile (loaded on demand when interacting with contact forms) process technical verification tokens strictly to protect forms against automated spam.
