

PRIVACY POLICY

Updated on 10 July 2026

1. Parties and Purpose

Dalcom BVBA (hereinafter “Dalcom BVBA” or the “Controller”) Baaikensstraat 5, 9240 Zele VAT: BE-0468.507.822 E-mail: info@dalcom.be Telephone: 052/45 26 62

Dalcom BVBA establishes this Privacy Policy with the aim of transparently informing Users about the website hosted at the following address: <https://dalcom.be/> (hereinafter the “Site”), and about how personal data is collected and processed by Dalcom BVBA.

The term “User” refers to any user, whether a natural or legal person, who visits the Site or interacts with it in any way.

As Controller, Dalcom BVBA determines all technical, legal, and organizational means and purposes for processing Users’ personal data. Dalcom BVBA undertakes to take all necessary measures to ensure that personal data is processed in accordance with the Law of 30 July 2018 on the protection of natural persons with regard to the processing of personal data (hereinafter the “Law”) and Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 (the General Data Protection Regulation or “GDPR”; hereinafter the “Regulation”).

Dalcom BVBA is free to choose any natural or legal person who processes Users’ personal data on its behalf (hereinafter the “Processor”). In such cases, Dalcom BVBA undertakes to select a Processor offering sufficient guarantees regarding technical and organizational measures in accordance with the Law and the Regulation.

2. Processing of Personal Data

Use of the Site by Users may result in the collection of personal data. The processing of such data by Dalcom BVBA, as Controller or through service providers acting on its behalf, is carried out in accordance with the Law and the Regulation.

Personal data is processed by Dalcom BVBA, in accordance with the purposes listed below, through the following methods:

Personal data we process: Dalcom BVBA processes your personal data because you use our services and/or because you provide it to us yourself.

3. Purpose of Processing Personal Data

In accordance with Article 13 of the Regulation, the purposes of processing personal data are communicated to the User. These purposes are as follows:

- Managing job applications submitted through the Site. Suitable candidates will be invited for an interview. Pending applications are retained for a maximum of 6 months.

4. Personal Data That May Be Processed

No personal data is processed directly on the Site.

5. Consent

By accessing and using the Site, the User declares that they have read and given their free, specific, informed, and unambiguous consent to the processing of their personal data in accordance with this Privacy Policy.

Consent is given through a positive action, such as ticking the checkbox linked to the privacy policy. This consent is essential for performing certain actions on the Site or for enabling the User to enter into a contractual relationship with Dalcom BVBA.

The User may withdraw their consent at any time. Withdrawal does not affect the lawfulness of processing based on prior consent.

6. Retention Period of Users' Personal Data

In accordance with Article 13(2) of the Regulation, the Controller retains personal data only for as long as reasonably necessary to achieve the purposes for which it is processed.

This period never exceeds 6 months.

7. Recipients of Data and Disclosure to Third Parties

Personal data may be transmitted to employees, collaborators, subcontractors, processors, or suppliers of Dalcom BVBA, provided they offer adequate guarantees for data security and collaborate with Dalcom BVBA in marketing products or providing services.

All recipients act under the direct authority of Dalcom BVBA and are responsible for collecting, processing, or outsourcing the data.

If data is to be shared with third parties for direct marketing or prospecting purposes, the User will be informed in advance and must give explicit consent.

8. Users' Rights

Users may exercise their rights at any time by sending an e-mail to **info@dalcom.be** or a letter accompanied by a copy of their ID card to: Baaikensstraat 5 – 9240 Zele

a. Right of Access

In accordance with Article 15 of the Regulation, Dalcom BVBA guarantees the User's right to access their personal data.

The User may obtain information such as:

- categories of personal data concerned
- recipients or categories of recipients
- safeguards in case of transfer to third countries
- retention period or criteria for determining it

- existence of automated decision-making, including profiling

A copy of the data will be provided within one month.

b. Right to Rectification

Users may correct or delete inaccurate, incomplete, or irrelevant data at any time.

c. Right to Erasure

Users may request deletion of their personal data in the cases provided for in Article 17 of the Regulation.

d. Right to Restrict Processing

Users may request restriction of processing in the cases provided for in Article 18 of the Regulation.

e. Right to Data Portability

Users may receive their data in a structured, commonly used, machine-readable format and transfer it to another controller.

f. Right to Object

Users may object at any time to the processing of their personal data, including for profiling or prospecting.

g. Right to Lodge a Complaint

Users may file a complaint with the Belgian Data Protection Authority: Drukpersstraat 35, 1000 Brussels contact@apd-gba.be

9. Cookies

The Site uses cookies to distinguish Users and improve browsing experience.

a. General Principles

A cookie is a file placed temporarily or permanently on the User's device when visiting the Site.

Cookies may also be installed by third parties collaborating with Dalcom BVBA.

c. Cookie Retention Period

- **Cookie Consent:** stores the user's cookie-consent status Type: HTTP cookie — Duration: 365 days

d. Managing Cookies

Users may manage or delete cookies via their browser settings. Disabling certain cookies may affect the Site's functionality.

10. Limitation of Liability of the Controller

The Site may contain links to third-party websites. Dalcom BVBA is not responsible for their content or compliance with the Regulation.

Dalcom BVBA cannot be held liable for the collection or processing of personal data from minors under 16 without parental consent.

Dalcom BVBA is not responsible for loss, theft, or damage of personal data due to viruses or cyberattacks.

11. Security

Dalcom BVBA implements technical and organizational measures to ensure an appropriate level of security, including industry-standard encryption technologies.

12. Changes to the Privacy Policy

Dalcom BVBA may modify this Privacy Policy to comply with legal obligations. Changes will be published on the Site or sent by e-mail.

13. Applicable Law and Jurisdiction

This Privacy Policy is governed exclusively by Belgian law. Any dispute shall be submitted to the courts of the judicial district of Dalcom BVBA's registered office.

14. Contact

For any questions or complaints regarding this Privacy Policy: **info@dalcom.be**