

Privacy statement career website



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When you apply for a job at Holland2Stay B.V. (limited liability company registered under the laws of the Netherlands with its statutory seat in Eindhoven, the Netherlands, and its office at Victoriapark 45, Eindhoven, the Netherlands (5611BM), registered with the Dutch Chamber of Commerce under number 17131763, hereinafter “Holland2Stay”), you’re trusting us with your personal data. We appreciate that trust and we take your privacy seriously. We are committed to protecting your personal data in accordance with applicable national and international privacy laws, including the General Data Protection Regulation (GDPR).

This privacy statement explains what data we collect from you, why we collect it, who can access it, and how we protect it.

Who does this apply to?

This privacy statement applies to all individuals who apply for a job at Holland2Stay, whether through our careers website, via email, or through recruitment platforms. It also applies to those who send us open applications or express interest in joining our team.

What data do we collect and why?

We collect, store, and process your personal data at two different stages: (i) before you choose to apply at Holland2Stay, and (ii) when you apply at Holland2Stay.

Before you apply at Holland2Stay

When you visit the Website, we collect information anonymously about your use of the Website. This information tells us how well our Website is functioning. This information may be provided to third parties, but only if this information cannot be traced back to you directly or indirectly. For further information see “Analytics and cookies” of this privacy statement.

You can also subscribe to receive the latest vacancies by filling in your email address on the Website. If you no longer wish to receive this newsletter, you can use the link provided in each newsletter to unsubscribe.

When you apply at Holland2Stay

To evaluate your application properly, we may ask you to share:

- Your name and contact details (so we can reach out to you)

- Your CV and motivation letter (to learn more about you)
- Any references or other documents you choose to provide

We only use this data for one thing: the recruitment process. That includes assessing your application, communicating with you, and sharing your profile internally with the relevant hiring team. We won’t share your data with third parties unless it’s essential for the application process or if we’re legally obligated to do so.

How long do we keep your data?

Only as long as necessary.

- If you’re hired: we’ll add your data to your employee file.
- If you’re not hired: we’ll delete your data after the procedure is complete – unless we explicitly ask for your permission to keep it longer (e.g. for future job opportunities).

Your rights

Under privacy law, you have the right to:

- Access the data we have about you
- Correct or update any information that’s inaccurate or incomplete
- Delete your data entirely
- Restrict or object to how we process your data
- Request a copy of your data in a commonly used digital format.

To make use of any of these rights, just email judith@holland2stay.com. We may ask you to confirm your identity (e.g. via a copy of your ID) before we process your request.

How do we protect your data?

We apply both technical and organizational safeguards to keep your data secure. Only people directly involved in the recruitment process can access your information – and only when they truly need it. We also work with trusted systems and service providers that align with our values on security and privacy.

Analytics & cookies

A cookie is a small file that asks permission to be placed on your computer's hard drive. Once you agree, the file is added, and the cookie helps analyze web traffic or lets you know when you visit a particular site. Cookies allow web applications to respond to you as an individual. The web application can tailor its operations to your needs, likes, and dislikes by gathering and remembering information about your preferences.

The table below lists the cookies we collect and what information they store. We use various analytics services, such as Google Analytics and Hotjar. These services use cookies and similar technologies (e.g., web beacons, pixels, ad tags and device identifiers) to help us analyze how you use the Website and to enable the functionality of the Website and ease of use for people visiting the Website. Using these tags, we track website page views, button clicks, outbound clicks, conversions, how a user scrolls and behaves on a page, and user data, such as geolocation, device type, and operating system. We only use this information for statistical analysis purposes.

Overall, cookies help us provide you with a better Website, by enabling us to monitor which pages you find useful and which you do not. A cookie in no way gives us access to your computer or any information about you, other than the data you choose to share with us. You can choose to accept or decline cookies. Most

web browsers automatically accept cookies, but you can usually modify your browser settings to decline cookies if you prefer. This may prevent you from taking full advantage of the Website. You can control cookies via your browser settings. If you choose to disable them, some features on our site might not work as intended.

Data transfers outside the EEA

In some cases, your data may be processed on servers outside the European Economic Area (EEA), for example when we use cloud-based recruitment tools. When that happens, we make sure your data is only transferred to countries or companies that provide adequate protection, as required under GDPR.

External links

Our careers website might include links to other websites – like LinkedIn, or recruitment platforms. We're not responsible for the privacy practices or content of those external sites. We recommend reading their privacy policies before sharing any data.

Copyright and intellectual property rights

The (intellectual) property rights relating to the content and design of this careers website, including text, data files, photos, videos and audio material are owned by Holland2Stay, its partners or its licensors. Reproduction (including processing) and/or disclosure of content and design of website is not allowed without our permission.

Changes to this privacy statement

We may update this privacy statement from time to time. If we do, we'll publish the latest version right here on our careers website.

Questions?

Got questions or concerns about how we handle your data? Just shoot an email to careers@holland2stay.com – we're happy to help!

Cookie name	Description	Duration
PHPSESSID	Your session ID on the server	Session
cookie_consent_status	Remembers your cookie selection	1 year
CONSENT, SOCS	Google consent framework cookies	Up to 2 years
STORE	The store view or language you have selected.	1 year
USER_ALLOWED_SAVE_COOKIE	Indicates whether a customer allowed to use cookies.	1 year
MAGE-CACHE-SESSID	Facilitates caching of content on the browser to make pages load faster.	Session
MAGE-CACHE-STORAGE	Facilitates caching of content on the browser to make pages load faster.	Session
MAGE-CACHE-STORAGE-SECTION-INVALIDATION	Facilitates caching of content on the browser to make pages load faster.	Session
MAGE-CACHE-TIMEOUT	Facilitates caching of content on the browser to make pages load faster.	Varies, depending on refreshment cache
SECTION-DATA-IDS	Facilitates caching of content on the browser to make pages load faster.	Session
PRIVATE_CONTENT_VERSION	Facilitates caching of content on the browser to make pages load faster.	Session
X-MAGENTO-VARY	Facilitates caching of content on the browser to make pages load faster.	Session
MAGE-TRANSLATION-FILE-VERSION	Facilitates translation of content to other languages.	Session
MAGE-TRANSLATION-STORAGE	Facilitates translation of content to other languages.	Session
_gcl_a	Stores ad click information	90 days
IDE	Google DoubleClick cookie	13 months
NID, ANID	Stores user preferences and ad info	Varies
_fbp	Identifies browser to show ads and to measure conversions	3 months
fr	Facilitates display, measurement, and improvement of advertisements	3 months
oo	Facilitates users to opt out of ads	5 years
datr	Detects fraudulent use of accounts	2 years
_ga	Distinguishes unique users	2 years
ga[container]	Maintains session state	2 years
_gid	Tracks user behavior	24 hours
_gat	Throttles analytics request rate	1 minute
hjSessionUser[site_id]	Ensures that Hotjar recognizes the same user upon return	1 year
hjSession[site_id]	Records a session with data on page behaviour	30 minutes
_hjClosedSurveyInvites	Remembers whether a user has closed a survey invitation pop-up	1 year
_hjDonePolls	Remembers whether a user has completed a poll	1 year
_hjMinimizedPolls	Remembers whether a poll has been minimized	1 year
_hjShownFeedbackMessage	Prevents feedback messages from reappearing if they have already been answered	1 year