



# Privacy Policy FairChain Workforce

*Effective Date: March 19, 2025*

## 1. Introduction

FairChain Workforce ("we," "us," or "our") is a labour outsourcing office that connects skilled workers from Kenya and Ethiopia with Dutch companies. Our mission is to facilitate ethical and secure remote employment while ensuring strict adherence to data protection laws, including the General Data Protection Regulation (GDPR).

This Privacy Policy explains how we collect, use, disclose, and safeguard your personal data when you visit our website [www.fairchainworkforce.com](http://www.fairchainworkforce.com) ("Website") or engage with our services.

## 2. Data Controller

FairChain Workforce operates as the data controller for the personal data collected through our Website and services. Our contact details are:

- **Address:** Elementenstraat 10, 1014AR, Amsterdam
- **Email:** [hello@fairchainworkforce.com](mailto:hello@fairchainworkforce.com)

## 3. Personal Data We Collect

We may collect and process the following categories of personal data:

- **Candidates:** Name, address, place of residence, contact details (phone/email), date of birth, educational level, work experience, CV, references.
- **Clients (contact persons):** Name, email address, phone number, job title, company.
- **Employees:** Personal data required for payroll administration and personnel management (name, bank account number, address, employment contract).
- **Website Users:** IP address and cookie data.

### Legal Basis for Processing:

- **Candidates:** Consent (for storing the CV) and performance of (preparation for) a contract.
- **Clients:** Performance of a contract and legitimate interest (business communication).
- **Employees:** Legal obligation (payroll tax) and performance of an employment contract.
- **Website Users:** Consent (for non-essential cookies) and legitimate interest (analytics and basic functionality).

## 4. How We Collect Personal Data

We collect personal data through various methods:



- **Direct Interactions:** When you fill out forms on our Website, contact us via email or phone, or subscribe to our services.
- **Automated Technologies:** As you interact with our Website, we may automatically collect Technical Data using cookies and similar technologies.
- **Third Parties:** We may receive personal data from third-party sources such as analytics providers or recruitment platforms.

## 5. GDPR Compliance in Our Labour Outsourcing Model

FairChain Workforce ensures that all outsourcing operations comply with GDPR, offering **secure, structured, and legally compliant** data processing between Dutch companies and our workforce in Kenya and Ethiopia. While cross-border employment introduces privacy considerations, we have implemented stringent **legal, technical, and operational safeguards** to fully mitigate potential risks.

We adhere to **EU-approved Standard Contractual Clauses (SCCs)** for international data transfers, ensuring that data privacy laws apply consistently across all locations. Our security framework includes **multi-layered cybersecurity protocols, password-protected workstations**, and **continuous employee monitoring** to prevent unauthorized access or data breaches. Additionally, all FairChain Workers receive **mandatory GDPR training**, reinforcing compliance with European data protection laws.

Each worker operates within the secure IT environments provided by our clients, ensuring that the **same data policies and security controls** apply as in-house employees. To further strengthen compliance, we enforce strict **confidentiality agreements**, implement **role-based access controls**, and maintain a **rapid incident response plan** for immediate action in case of data breaches.

By proactively addressing privacy concerns and aligning with **European data security standards**, we provide a **compliant, risk-mitigated outsourcing solution** for Dutch companies.

## 6. Data Retention

- **Candidates:** 1 year after the last contact, unless explicit consent is given for longer storage.
- **Clients:** Up to 7 years after the end of the contract (due to tax and legal obligations).
- **Employees:** 7 years after termination of employment for tax purposes; other data is destroyed no later than 2 years after the end of employment (unless legally required otherwise).

## 7. Data Security

We implement strict security measures, including:

- **Encryption & Access Management:** Strong passwords and encrypted storage for sensitive data.
- **Role-based access controls (RBAC)** to limit data access.



- **Data Breach Protocol:** An internal reporting process is in place, ensuring employees report any potential security incidents immediately.
- **Activity Monitoring:** To detect unauthorized access and enhance security.

## 8. Data Sharing and Disclosure

We may share your personal data with:

- **Service Providers:** Third-party vendors who provide IT, security, and support services.
- **Business Partners:** Organizations we collaborate with to deliver our services.
- **Legal Authorities:** When required by law or to protect our rights and interests.

We ensure that any third parties with whom we share your data comply with GDPR security standards.

## 9. Your Rights Under GDPR

As a data subject, you have the right to:

- **Access your data**
- **Request correction** of inaccurate data
- **Request erasure** of your data
- **Restrict or object to processing**
- **Data portability** to another service provider
- **Withdraw consent** for data processing

To exercise your rights, contact us via the details above.

## 10. Cookies and Tracking Technologies

Our Website uses cookies to improve functionality and analyze performance. See our [Cookie Policy] for details.

## 11. Children's Privacy

Our services are **not directed to individuals under 16**. If we learn we have collected data from a child, we will delete it immediately.

## 12. Changes to This Privacy Policy

We may update this policy periodically. Please check for updates.

## 13. Contact Us

If you have questions about this policy, contact us at:

- **Email:** [hello@fairchainworkforce.com](mailto:hello@fairchainworkforce.com)



- **Address:** Elementenstraat 10, 1014AR, Amsterdam

If you believe we have violated GDPR, you have the right to lodge a complaint with your local supervisory authority.