



## PAX privacy statement

PAX attaches great importance to your privacy. We process personal data and other data with due care and in accordance with the applicable legislation and regulations in order to protect your privacy. We explain below what you can expect from us and what rules we apply.

### PAX PRIVACY POLICY

PAX processes personal data and other data in accordance with the applicable legislation. Your data are yours and will remain yours. We are happy to tell you what we want to know about you and why we need that information to be of service to you, and you are always free to request that we delete all your data. We explain below precisely what you can expect from us and what rules we apply.

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### 1. Scope

This privacy statement was compiled by Stichting Vredesbeweging Pax Nederland, which has its registered office in Utrecht (Netherlands) and its principle place of business at Sint Jacobsstraat 12, 3511 BS Utrecht, listed in the Commercial Register of the Chamber of Commerce under number 30214009 (hereinafter referred to as 'PAX').

This statement applies to all processing of personal data, both online and offline. It deals with the processing of personal information provided by members, donors, contacts, volunteers and job applicants (hereinafter referred to as 'personal data'), in addition to the data that is obtained from visits to and the use of PAX's websites and web shop.

#### Contact details:

##### Address:

Sint Jacobsstraat 12  
3511 BS Utrecht, Netherlands  
+31 (0)30-2333346



Correspondence address:  
PO Box 19318  
3501 DH Utrecht, Netherlands

E-mail [privacy@paxforpeace.nl](mailto:privacy@paxforpeace.nl)

### **Personal data**

PAX processes your personal data when you make use of our services and/or when you provide us with that data. An overview is given below of the personal data that we process:

- First name and last name;
- Sex;
- Date of birth;
- Address details;
- Phone number;
- Email address;
- Other personal data that you actively provide, for example when creating a profile on our website, in correspondence or in phone calls;
- Data about your activity on our websites;
- Data about your surfing activity across various websites (for example because this organisation is part of an advertising network);
- Bank account number.

## **2. Data processing**

PAX processes personal data in the context of its donor administration, fundraising programmes and human resources policy and when informing people about its work, campaigns and actions. PAX does not provide personal data to third parties for commercial purposes.

### **Keeping personal data secure**

PAX ensures appropriate security in organisational and technical terms for the systems in which personal data are stored. This is how we make sure that only staff who are authorised on the basis of their job have access to the personal data and that we only use the personal data for the purpose for which they were collected and other compatible purposes. If you nevertheless feel that your data are not properly secure or if you see indications of abuse, please contact us via [privacy@paxforpeace.nl](mailto:privacy@paxforpeace.nl).

All the PAX websites have a secure connection (https) that guarantees the privacy of communication via the Internet and which is designed to prevent eavesdropping, interference or falsification of messages, to protect sensitive information online and to protect user information offline.

### **Special categories and/or sensitive personal data**

It is not the intention of our websites and/or services to collect data on persons under the age of 16 unless they have the permission of their parents or guardians. However, we cannot check whether or not a visitor is 16 or older. We therefore advise parents to be involved in what their children do online so as to prevent data about children being collected without their parents' permission. If you are convinced that we have collected personal data about a minor without that permission, please contact us via [privacy@paxforpeace.nl](mailto:privacy@paxforpeace.nl), and we will then delete that information.

### **Sharing personal data with third parties**

PAX will not sell your personal data to third parties and will only provide that data to third parties if this is necessary for the execution of our agreement with you or to carry out our mission, or in order to comply with a statutory requirement. We conclude processing agreements with the companies that process your data on our instructions so that we can ensure the same level of security and confidentiality. PAX remains responsible for this data processing.



### **3. Data collection via the Internet**

PAX collects personal data through its websites. We do this when you register for one of our newsletters or action alerts, when you register as a member or donor, when you apply for a job via our website, when you place an order in the web shop or when you take part in an online action.

You can take part in PAX actions both online and offline in various ways. If you take part in an online action in which PAX addresses an authority, company or institution in a petition, only your name is passed on. If we ask you to send an email via one of our action pages to an authority, company or institution, your email address and name will be passed on to that authority, company or institution. It is therefore possible that you will receive a response from that authority, company or institution.

The data on surfing behaviour of visitors (i.e. their IP address) to our websites that are collected by Google Analytics are anonymised.

### **4. Data collection other than via the Internet**

PAX may collect personal data offline, for example in petitions or when you take part in an action, make a donation, complete a registration form or phone us.

### **5. Photos and videos**

Photos may be taken and video clips recorded during events, training sessions, workshops and actions in order to document the occasion and publish impressions that capture the atmosphere on our websites and/or social media.

Visitors, participants and other people present will be notified wherever possible in advance of any such photography or video recordings. In addition, the people present will be informed on site during the event, wherever possible. If you are recognisably on view in a photo or video and do not want to be, please let us know via [privacy@paxforpeace.nl](mailto:privacy@paxforpeace.nl); the visual material in question will then of course be deleted at your request.

### **6. Email/email newsletters**

If you provide PAX with your email address as a participant in an action, in a request for information or as a member or donor, you will be informed by email about our campaigns, actions and other activities. You can unsubscribe to these emails at any time using the 'unsubscribe' link that is displayed in every message, or by contacting PAX via [privacy@paxforpeace.nl](mailto:privacy@paxforpeace.nl).

### **7. Social media**

Our websites let you share articles, blogs, stories and actions on social media such as Facebook, Twitter, LinkedIn and Instagram. In the process, these social media channels place not only cookies that are designed to improve your user experience but tracking cookies are also placed that are then used to track your surfing across multiple websites. If you want to know what social media platforms do with personal data, you can view the privacy statements of Facebook, Twitter, Instagram and LinkedIn. PAX is not responsible for these terms and conditions, or for any damage incurred by accepting those terms and conditions.



## **8. Contact with donors**

If you register with PAX as a donor, we will record the personal data submitted by you in our donor administrative system. New donors receive a welcome message from PAX by post, email, phone or text message confirming the donation. PAX keeps its donors informed about its actions and work and asks them for support via the PAX magazine, its websites, email, post, phone and/or social media. PAX is an organisation that depends in part on subsidies and donations by private individuals for its income. Our donor administrative system also contains the personal data of contacts. Contacts are persons who are known to PAX (for example because they took part in a campaign, subscribed to a newsletter or requested information) but are not donors.

## **9. Becoming a PAX volunteer**

PAX records the personal data of volunteers in its volunteer administrative system. These data are not provided to third parties. PAX keeps its volunteers informed about volunteer activities, volunteer meetings and PAX actions by phone, post and email. As a volunteer, you can unsubscribe to this information by sending an email to [info@paxforpeace.nl](mailto:info@paxforpeace.nl).

## **10. Applying for a job with PAX**

PAX attaches great value to the privacy of job applicants. This privacy statement informs applicants about how PAX processes personal data in the course of recruitment and selection procedures. We treat the personal data that we receive with the utmost confidentiality and we use that data exclusively for recruitment and selection purposes in accordance with privacy legislation. PAX has taken appropriate technical and organisational measures to protect the personal data from loss or any form of unlawful processing.

What information does PAX collect and process?

If you apply for a job with PAX, we will receive personal data through your CV and cover letter. That may be because you use the job application form on the website, inputting your name, email address, letter and CV. We also receive job application letters and CVs directly by email. The following personal data are involved: name and address details, sex, phone number, email address and all data relating to your educational qualifications, courses and internships, and about the nature and content of your previous jobs. These data are stored temporarily in our database for the purposes of the selection procedure. PAX does not collect sensitive data on job applicants. Sensitive data include data on your race, ethnicity, political or religious beliefs, trade union membership, health or sexual orientation. If you provide sensitive information without being asked, you are giving PAX permission to process this information. The data that PAX collects on job applicants are sufficient, relevant and not superfluous for the recruitment purposes for which they are processed.

For what purposes are the data used?

Personal data such as email addresses and phone numbers are used to keep you informed about the application procedure. The cover letters and CVs are shared with the members of the selection committee for the purpose of selecting the right candidate for the job. Data are not shared with third parties unless PAX is required to do so by virtue of legal provisions. Furthermore, personal data are used to determine the best recruitment channels based on the data supplied by candidates.

How long does PAX store applicants' data for?

PAX stores applicants' personal data during the application procedure. The data are deleted no more than four weeks after the completion of the application procedure. If you want your data to be deleted before then, you can make that request in writing in an email to [werving@paxforpeace.nl](mailto:werving@paxforpeace.nl).



Submitting the application form means you agree to having your personal data processed by PAX and entered into our database in accordance with the guidelines in the job applicant privacy statement.

## **11. Inspecting, changing or deleting data**

You have the right to inspect your personal data, correct them or delete them. You also have the right to withdraw any permission you may have given for the data processing or to lodge an objection to the processing of your data by PAX, and you have the right to data portability. This means that you have the right to receive the personal data that we hold on you. You can then store these data yourself for personal use or reuse, or you can pass the data on to another organization.

If you want to change your personal data relating to newsletters or action alerts, you can do that yourself using the 'your preferences' link at the bottom of the email in question.

You can send a request for the inspection, correction, deletion or transfer of your personal data, a request for the withdrawal of your permission or an objection to the processing of your personal data by email to [privacy@paxforpeace.nl](mailto:privacy@paxforpeace.nl) or by letter to PO Box 19318, 3501 DH Utrecht, Netherlands. To ensure that the request for access has been made by you, we may ask for additional information that we have in our systems, such as relationship code, date of birth or IBAN account number.

PAX would also like to point out that you have the option of submitting a complaint to the national regulatory authority, the Dutch Data Protection Authority. You can do so using the following link: <https://autoriteitpersoonsgegevens.nl/een-tip-of-klacht-indienen-bij-de-ap>.

We often store your data for a longer period of time. This allows us to analyze the source of our income and tailor future marketing activities accordingly. We do not store your personal data for longer than is necessary for the purposes for which we collected it. Unless we are legally obliged to retain the data for longer.

## **12. Cookies and security**

PAX's websites install cookies. Cookies are small text files placed by an Internet page on your PC, tablet or mobile phone. These cookies are used to let the PAX websites perform better or to monitor visits to the websites so that PAX can see how many people visited a particular website during a particular period. PAX only uses aggregated data and is unable to trace the data to an individual PC or person.

To analyse visits to our websites, PAX uses Google Analytics, a website analysis service provided by Google Inc. ("Google"). Google Analytics also makes use of cookies. Google uses the information it collects to monitor how you use the website, to compile reports about the website activity for website operators and to offer other services relating to website activity and Internet use. Google is permitted to provide this information to third parties if it is legally required to do so, or insofar as these third parties process the information on behalf of Google. The IP addresses that Google records have been made anonymous and therefore cannot be traced to an individual visitor.

By using the PAX websites, you give permission for the processing of the data by Google in the manner described and for the purposes specified above.

You can configure your browser in such a way that a message appears whenever you receive a cookie or so as to deactivate cookies. The website may not function optimally as a result.

You can find more about our cookie policy and social media at

<https://paxvoorvrede.nl/privacy/cookies/>.



Utrecht, 1 November 2023

PAX reserves the right to make changes to this Privacy Statement. You should therefore consult this statement regularly.

PAX has been recognised as a charity by the Netherlands Fundraising Regulator ([www.cbf.nl/english](http://www.cbf.nl/english))