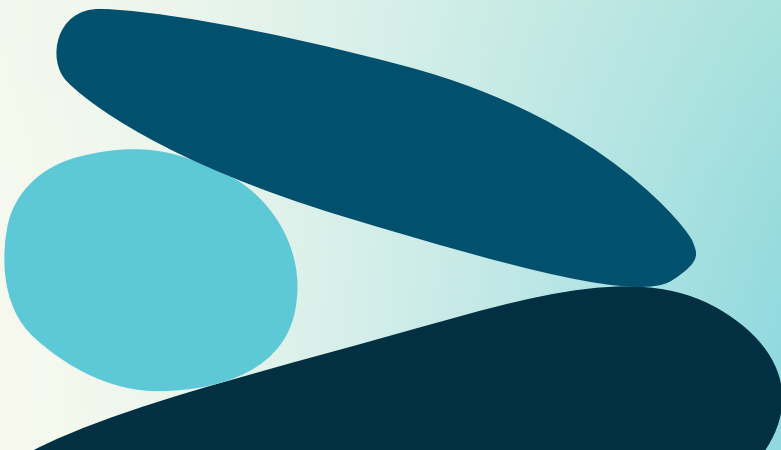


FP&P

Privacy Policy



Privacy Policy

1. General

FP&P believes that protecting the privacy of its customers and website visitors is essential to its operations. Therefore, we pay great attention to your privacy, the confidentiality of the information you share with us, and the security of our process and online IT system.

Definitions

- **FP&P:** Finding Purpose & Personality
- **Privacy Policy:** The policy adopted and implemented by FP&P, regarding the use and processing of personal data as set forth in this document
- **Website:** www.fnpn.nl
- **Personal Data:** Any data about an identified or identifiable natural person as referred to in Applicable Privacy Law. Confidential Data: Information obtained by FP&P during the performance of work (training, education, coaching, etc.) that we qualify as confidential and to which the provisions of this Privacy Policy apply
- **Applicable Privacy Laws and Regulations.:** Applicable privacy laws, the General Data Protection Regulation (hereinafter AVG) and any applicable special laws
- **Website visitor(s):** The person visiting the Website
- **Principal/Participant:** Any third party who has entered into an agreement with FP&P under which there may be provision of Personal Data
- **Responsibility:** The natural person, legal entity or any other person or governing body that, alone or jointly with others, determines the purposes and means of processing personal data
- **Processor:** The person who processes personal data on behalf of the controller, without being subject to his direct authority

2. Applicability Privacy Policy

This Privacy Policy applies to anyone who shares Personal Data with FP&P and/or uses FP&P's Website.

FP&P is responsible for the Personal Data shared and/or left on the Website by Client/ Participants and Website visitors.

The FP&P website contains references to websites of third parties (e.g. hyperlinks, banners or buttons). FP&P is not responsible for compliance with the Applicable Privacy Laws and Regulations by these third parties.

3. Objectives and Commitments are:

We process your personal data for the following purposes:

- Performing any work related to enrollment in and participation in any training, education, coaching, personal testing and/or scanning related to, for example, negotiation and leadership training or in-house projects
- Contact opnemen, voor het opstellen van offertes en overeenkomsten
- To notify you of changes to our services or products
- To send newsletters if you have given permission to do so
- For general or targeted offers
- For providing access to online learning paths
- To perform all other work and operations related to the business of FP&P
- Calculating, recording and collecting charges related to the services requested (including placing claims in the hands of third parties)

We only process personal data necessary for these purposes. We also process your personal data to fulfill legal obligations, improve our services, handle complaints and prevent fraud. We never sell your personal data to third parties. In order to take care of your personal data, we enter into a processing agreement with companies if those companies process your data on our behalf.

4. The following personal data are processed by FP&P:

- Name, first name, initials, titles, gender, date of birth, address, zip code, place of residence, telephone number and similar data necessary for communication (e.g., e-mail address); as well as the client or participant's bank account number
- An administration number, if it contains no information other than that referred to in the previous point
- Data necessary for the health or well-being of the participant
- Data relating to the nature and course of the services to be provided
- Data for the organization of the services to be provided
- Data for calculating, recording and collecting the services to be carried out or performed
- Data of supervisors, insofar as these data are important for the organization and provision of assignments, coaching and training courses
- Data other than those listed above if they must be processed under another law

5. Provision of data within FP&P:

Personal Data and Confidential Data are reinforced within FP&P only to employees who, by virtue of their position, are supposed to have access to this data and this is in accordance with the purpose of its registration.

6. Disclosure of data to third parties:

FP&P will only disclose Personal Data and Confidential Data to third parties if:

- Those necessarily involved in the performance of the services
- The transfer is made to a processor engaged by FP&P for the purposes listed in this Privacy Policy, with whom processor FP&P has entered into an agreement which ensures that the processor provides sufficient guarantees with regard to technical and organizational security measures with respect to the processing to be performed

- The transfer is made to the accommodation where the services are followed
- FP&P is obliged on the basis of legal obligations to transfer the Personal Data or Confidential Data to competent authorities.

7. Confidentiality

Personal Data and Confidential Data are always treated by FP&P in compliance with what is stipulated in the AVG/GDPR.

8. Security

FP&P and Processors have taken necessary organizational and technical security measures to secure Personal Data and Confidential Data to prevent its misuse, loss or alteration.

9. Retention Periods

FP&P does not retain the Personal Data and Confidential Data of Clients, Participants and Website Visitors longer than necessary to fulfill the purposes for which the data is collected.

10. Cookies

To ensure that the Website works properly, FP&P uses cookies.

Cookies are small pieces of information stored by the browser on the Website visitor's computer. FP&P uses different types of cookies for different purposes:

- a. Functional cookies: cookies required for the Website to function properly, including cookies required to create an account;
- b. Analytical cookies: cookies which make it possible to gain insight into the way in which Website visitors use (parts of) the Website so that FP&P can improve the Website and ensure that it corresponds as closely as possible to what Website visitors find interesting and important. FP&P does not use the data obtained by means of these cookies to study Website use on an individual level, but only on an aggregate level.

FP&P only uses third-party cookies to improve the quality and effectiveness of the Website. For

example, it uses Google Analytics, which are set in a privacy-friendly manner.

Most browsers are set to accept cookies by default. The Website visitor can set the browser to disable cookies or to indicate when a cookie is being sent. However, some features and services of FP&P as of other websites may not function properly if cookies are disabled.

11. Right of inspection and amendment

Both the Client, Participant and Website Visitor have the right to access, correct, supplement, delete, shield and data portability of his/her Personal Data and/or Confidential Data, in accordance with the AVG/GDPR.

If a Client, Participant or Website Visitor wishes to exercise (any of) these rights, or if he/she has any questions about FP&P's Privacy Policy, he/she may send FP&P an email to fpnp@fpnp.nl.

You have the right to file a complaint with the Personal Data Authority at any time.

12. Other Provisions

FP&P reserves the right to change this Privacy Policy from time to time. It is your responsibility to regularly review the applicable Privacy Policy. This Privacy Policy was last amended and revised in May 2018.

Last modified: April 2024



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Route in Google Maps
Je kan parkeren achter ons kantoor.

Being Rock Solid in Being Yourself

Do you want to become rock solid in being yourself? Solid as a rock in how you feel, what you think and how you act. Close to the authentic you! Do you want to find out what your boons and banes are? It is all about making sure you choose the right path that brings you closer to your goals.

We do not follow beaten paths – we create a new path together. One that has space for your wishes and aspirations so you can move forward with purpose. Amazing goals are not achieved overnight – they require courage and love.

Our Mission

We aim to be a steppingstone towards a better world. We do this by moving you and your team forward.