

## Privacy Statement Take 5

&ranj is the data processor for the Take 5 game. This privacy statement explains what personal data we collect and use and for what purposes. We recommend you to carefully read this statement.

*This privacy statement was last modified on 8 March 2024.*

What information is saved?	Why do we save it?	What is the legal basis on which we process this information?
Anonymous usernames and passwords	Necessary in order to invite players and allow them to log in.	Legitimate interest
Management level / leadership level	To connect game data at an aggregated level to the management level in order to relate certain learning and development patterns back to the employer.	Legitimate interest
Business unit / department	To connect game data to a business unit / department at an aggregated level in order to relate certain learning and development patterns back to the employer.	Legitimate interest
Geographic location (city)	A standard aspect of the used game platform that cannot be turned off. This will enable us to send notifications at relevant times in the future.	Legitimate interest
Anonymous game data and anonymous user and crash logs about game use.	Necessary in order to be able to play the game at an individual level, product development at an aggregated level and to detect any mistakes.	Legitimate interest
Aggregated game results at group level.	To relate certain learning and development patterns back to the employer.	Legitimate interest

Who can see this information?	Take 5 administrators with access to the analytics dashboard and Firebase.
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Personal data is collected through the Take 5 game. Handling this information carefully is of utmost importance to &ranj.

We adhere to the requirements of all privacy laws in our data processing. Among other things, this means that:

- We **clearly state** the **purposes** for which we process personal data in Take 5. We are doing so with this privacy statement;
- We **limit** our **collection of personal data** to personal data that is required for legitimate purposes, adhering to the GDPR;

- We **ask for your permission** before processing any personal data in all cases where the GDPR requires us to do so;
- We **take appropriate measures** to protect your personal data and demand the same approach from third parties who process data for us.

## Use of personal information

### a. Type of personal data

A personal account will be created for you in order to use Take 5. &ranj will collaborate with your employer to generate an anonymous username and a password for your account. Those anonymous accounts do not contain any personal email address.

We also receive your management level / leadership level, your business unit / department, your geographic location (city) and game data.

In short, &ranj receives the following personal information from you:

- Anonymous username
- Password
- Management level
- Business unit / department
- Geographic location
- Game data

&ranj cannot trace this data back to an individual unless the combination of management level, business unit and geographic location leads to one person.

### b. Purposes of use

I) The security of your account: Your login details (anonymous username and password) are used to secure your account. In the event of a lost password, this information enables your employer to resend the password.

II) Product development: The game data is used at an aggregated level to develop and improve the product. An insight into the aggregated behaviour of players in combination with the feedback that is collected during the game enables us to improve our product specifically for the customer.

III) Progress and feedback during the game: Game data is essential for us to give you an insight into your own progress. You are the only person with access to your individual game data. Individual game data is never provided to your employer or third parties.

III) Insight into the leadership development of the organisation: Your employer is interested in aggregated user data as it will help gain insight into existing patterns in leadership development within the organisation and how to interfere appropriately.

V) Notifications at relevant times: Your geographic location will be saved so when we send you notifications in the future, we can do so at relevant times in your time zone.

## Partners

We use Google Analytics For Firebase (a web analysis service of Google) to analyse data. It uses the anonymous data in order to provide this service.

**Publication**

We will not publish your personal data.

**Distribution to third parties**

Your data will never be distributed to third parties except to partners that play an essential role in carrying out this service (see paragraph about partners above).

**Security**

We take appropriate technical and organisational measures against exploitation or unauthorized access to personal data. We have appointed a Security Officer and a Privacy Officer in order to ensure compliance with the GDPR. We also have a GDPR advisor who frequently advises us on current regulations. Our data is saved on our personal file server and backed up at Amazon.

**Retention period**

The personal data described above is saved for as long as necessary to carry out the requested service. The data will be saved after completion of the contract with the employer in order to continue improving the product.

**Changes in this privacy statement**

We reserve the right to make changes to this privacy statement. It is recommended you regularly check this privacy statement to make yourself aware of these changes.

**Viewing and changing your data**

We cannot trace information back to one individual, therefore we cannot offer the possibility of viewing, changing or deleting your personal data.

**Dutch Data Protection Authority**

Please contact us if you have any complaints about the processing of your personal data. Under the privacy legislation you also have the right to file a complaint with the Dutch Data Protection Authority against the way personal data is processed. Please visit [www.autoriteitpersoonsgegevens.nl](http://www.autoriteitpersoonsgegevens.nl) to find out how to submit a complaint.

**Contact details**

If you have any questions and/or comments regarding our privacy statement, please contact us using the contact details below.

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