
PRIVACY POLICY

1. USER INFORMATION

Who is responsible for the processing of your personal data?

GRUPO EMPRESARIAL SANDO, S.A. and its affiliates are RESPONSIBLE for processing the USER's personal data. They inform you that this data will be processed under the provisions of Regulation (EU) 2016/679 of 27 April (GDPR) and Organic Law 3/2018 of 5 December (LOPDGDD).

What do we process your personal data for, and why do we do it?

Depending on the form where we have obtained your personal data, we will treat it confidentially for the following purposes:

In the **Resume form**

- Involve the interested party in the personnel selection processes and analyse the applicant's profile to select a candidate for the manager's vacant position.
(by consent of the data subject, 6.1.a GDPR)

On the form **Ethics or Whistleblowing Channel**

- Properly manage the ethics channel, processing the corresponding irregularities reported through it, and deciding on the appropriateness of initiating an investigation to detect possible crimes and prevent the imposition of any liability, as well as to avoid any type of conduct contrary to the internal or external regulations of the entity.
(for compliance with a legal obligation, 6.1.c GDPR)

In the **Contact form**

- Respond to queries or any request made by the user through any contact forms made available on the website of the responsible party. (for the legitimate interest of the controller, Art. 6.1.f GDPR)
- Perform statistical analysis and market research.
(for the legitimate interest of the controller, Art. 6.1.f GDPR)

How long will we keep your personal data?

They will be kept for no longer than necessary to maintain the purpose of the processing, or there are legal prescriptions that dictate their custody. When no longer required, they will be deleted with appropriate security measures to guarantee anonymisation or destruction of the data.

To whom do we provide your personal data?

No communication of personal data to third parties is foreseen, except, if necessary, for the development and execution of the processing, to our service providers related to communications, with which the RESPONSIBLE PARTY has signed the confidentiality and data processor agreements required by current privacy regulations.

What are your rights?

The rights of the USER are:

- Right to withdraw consent at any time.
- Right of access, rectification, portability and deletion of your data, and limitation or opposition to its processing.
- The right to complain to the supervisory authority (www.aepd.es) if you consider the processing does not comply with the regulations in force.

Contact details to exercise your rights:

GRUPO EMPRESARIAL SANDO, S.A.. Avda. Ortega y Gasset, 112, - 29006 Málaga (Málaga). E-mail: RGPDSando@Sando.com **Contact details of the data protection officer:** MEDINALEON CONSULTORES ASOCIADOS SL, - pmedina@ml-asociados.es

2. MANDATORY OR OPTIONAL NATURE OF THE INFORMATION PROVIDED BY THE USER

USERS, by ticking the corresponding boxes and entering data in the fields marked with an asterisk (*) in the contact form or presented in download forms, expressly and freely and unequivocally accept that their data are necessary to attend to their request by the provider. The inclusion of data in the remaining fields is voluntary. The USER guarantees that the personal data provided to the CONTROLLER is truthful and responsible for communicating any modification thereof.

The RESPONSIBLE PARTY informs that all data requested through the website are mandatory, as they are necessary to provide an optimal service to the USER. If not all data is provided, there is no guarantee that the information and services provided will be completely tailored to your needs.

3. SECURITY MEASURES

That under the provisions of the current regulations on the protection of personal data, the RESPONSIBLE PARTY is complying with all the requirements of the GDPR and LOPDGDD regulations for the processing of personal data for which it is responsible and manifestly with the principles described in Article 5 of the GDPR, by which they are treated lawfully, fair and transparent concerning the data subject, and adequate, relevant and limited to what is necessary concerning the purposes for which they are processed.

The CONTROLLER guarantees that it has implemented appropriate technical and organisational policies to apply the security measures established by the GDPR and the LOPDGDD to protect the rights and freedoms of the USERS and has communicated the appropriate information to exercise them.

For more information on privacy guarantees, contact the RESPONSIBLE PARTY through GRUPO EMPRESARIAL SANDO, S.A. Avda. Ortega y Gasset, 112, - 29006 Málaga (Málaga). E-mail: RGPDSando@Sando.com **Contact details of the data protection officer:** MEDINALEON CONSULTORES ASOCIADOS SL, - pmedina@ml-asociados.es