

EUROPE PRIVACY POLICY

- a) Website or email contacts
- b) Clients
- c) Suppliers
- d) Social media contacts
- e) Job applicants
- f) Consultants
- g) Ethics Channel

This privacy policy is part of the General Conditions applicable to this web site.

Who is responsible for your data treatment?

DT GLOBAL IDEV EUROPE, S.L.

Calle Orense, 34 6th floor; 28020 Madrid

VAT number: B79217279

Phone: +34 91 096 2100

E-mail: dpd.europe@dt-global.com

You can contact us in any way you wish.

We reserve the right to modify or adapt the current Privacy Policy at any moment. We recommend you review it and, if you have registered and you access your account or profile, you will be informed of the modifications.

If you belong to one of the following groups, please consult the information below:

+ WEB OR E-MAIL CONTACTS

Which data do we collect through the web?

We can handle your IP, which operating system or navigator you use, even the duration of your visit, in an anonymous way.

If you provide us with your details in the contact form, you will be identified so that we can contact you, if necessary.

For what purposes will we process your personal data?

- Answer your questions or requests.
- Manage, answer, or process the requested service.
- Information by electronic means, concerning your request.
- Commercial or events information by electronic means, subject to an express authorization.
- Perform Web analysis and improvements, on our products and services. Improve our commercial strategy.

What is the lawfulness of processing?

The acceptance and consent of the data subject, granted through a voluntary action, such as in cases where to make a request it is necessary to fill in a form and click on the send button: the completion of the same will necessarily imply that you have been informed and have expressly given your consent to the content of the clause attached to said form or acceptance of the privacy policy.

All our forms are marked with the * symbol in the mandatory fields. If you do not provide these fields, or do not tick the checkbox to accept the privacy policy, the information will not be allowed to be sent.

For how long will we keep your personal data?

Until revocation of the consent given.

+ CLIENTS**For what purposes will we process your personal data?**

- Preparation of the budget and its follow-up through communications between both parties.
- Information by electronic means, concerning your request.
- Commercial or events information by electronic means, subject to an express authorization.
- Managing the administrative, communications and logistical services undertaken by the person in charge.
- Invoicing and declaration of the corresponding taxes.
- Carrying out the corresponding transactions.
- Control and recovery procedures.

What is the lawfulness of processing?

The existence of a contractual relationship between the parties. The data processing is necessary for the performance of a contract to which the data subject is a party, or for the implementation of pre-contractual measures at the request of the data subject.

For how long will we keep your personal data?

For the duration of the relations between the parties and for the limitation periods arising therefrom.

+SUPPLIERS

For what purposes will we process your personal data?

- Information by electronic means, concerning your request.
- Commercial or events information by electronic means, subject to an express authorization.
- Managing the administrative, communications and logistical services undertaken by the person in charge.
- Billing.
- Carrying out the corresponding transactions.
- Invoicing and declaration of the corresponding taxes.
- Control and recovery procedures.

What is the lawfulness of processing?

The legal basis is the acceptance of a contractual relationship, or alternatively your consent to contact us or offer us your products by any means.

For how long will we keep your personal data?

For the duration of the relations between the parties and for the limitation periods arising therefrom.

+ SOCIAL MEDIA CONTACTS

For what purposes will we process your personal data?

- Answer your questions or requests.
- Manage, answer, or process the requested service.

- Engage with you and create a community of followers.

What is the lawfulness of processing?

The bases that legitimise the processing of data is the voluntary consent of the interested party to contact and, where appropriate, the acceptance of a contractual relationship in the corresponding social network environment. The processing of data within the Social Network will be carried out in accordance with its privacy policies.

For how long will we keep your personal data?

We can only consult or unsubscribe your data in a restricted way when you have a specific profile. We will treat them as long as you let us by following us, being friends or giving "like", "follow" or similar buttons. Any rectification of your data or restriction of information or publications must be done through the configuration of your profile or user in the social network itself.

+ JOBSEEKERS**For what purposes will we process your personal data?**

- Organization of selection processes for the recruitment of staff.
- Contacting you for job interviews and to evaluate your candidacy.
- If you have given us your consent, we may pass them on to partner or related companies for the sole purpose of helping you find a job.
- If you tick the checkbox to accept the privacy policy, you give us your consent to transfer your job application to the entities that make up the group of companies with the aim of including you in their recruitment processes.

We also inform you that one year after receipt of your curriculum vitae, we will proceed to its secure destruction.

What is the lawfulness of processing?

The legitimate basis for processing your personal data is the implementation of pre-contractual measures at the request of the data subject, either when you apply for one of our job offers or when you voluntarily submit your unsolicited application.

For how long will we keep your personal data?

For a maximum period of 1 year or until revocation of the consent given.

+CONSULTANTS

For what purposes will we process your personal data?

- Manage professional relationships, collaboration or provision of services.

What is the lawfulness of processing?

The legitimate basis for the processing of your personal data is the performance of a contract and the fulfillment of legal obligations.

For how long will we keep your personal data?

Personal data will be kept for the duration of the professional relationship. At the end of the professional relationship, the personal data will be kept for the periods legally provided for by the legislation in force, being kept for a maximum period of 5 years from the end of the provision of the service.

+ETHIC CHANNEL

For what purposes will we process your personal data?

Management of the ethical channel or internal information system.

What is the lawfulness of processing?

The legitimate basis for the processing is the legal obligation.

Do we include personal data of third parties?

No, as a rule we only process the data provided to us by the owners. If you provide us with data of third parties, you must inform and request their consent beforehand, otherwise you exempt us from any liability for failure to comply with this requirement.

And data of minors?

We do not process data of children under 14 years of age. Therefore, please refrain from providing them if you are not of that age or, if applicable, from providing data of third parties who are not of the aforementioned age. DT GLOBAL IDEV EUROPE, S.L. disclaims any liability for failure to comply with this provision.

Will we be communicating by electronic means?

- These communications will only be made to process your request, if it is one of the means of contact you have provided us with.
- If we send commercial communications, they will have been previously and expressly authorized by you.

What security measures do we apply?

You can rest assured: We have adopted an optimal level of protection for the Personal Data we handle, and we have installed all the technical means and measures at our disposal according to the state of technology to prevent the loss, misuse, alteration, unauthorized access and theft of Personal Data.

To which recipients will your data be communicated?

Your data will not be disclosed to third parties, unless legally obliged to do so. Specifically, they will be communicated to the State Agency for Tax Administration and to banks and financial institutions for the collection of the service provided or product purchased, as well as to the data processors necessary for the execution of the agreement.

In case of purchase or payment, if you choose any application, website, platform, bank card, or any other online service, your data will be transferred to that platform or will be treated in their environment, always with maximum security.

When we order it, the web development and maintenance company, web hosting/hosting, will have access to our website. They will have signed a service contract that obliges them to maintain the same level of privacy as we do.

What are your rights?

- To know whether we are processing your data.
- To access your personal data.
- To request the rectification of your data if it is inaccurate.
- To request the deletion of your data if they are no longer necessary for the purposes for which they were collected or if you withdraw your consent.
- To request the limitation of the processing of your data, in certain cases, in which case we will only keep them in accordance with the regulations in force.
- To submit your data, which will be provided to you in a structured, commonly used or machine-readable format. If you prefer, we can send them to the new data controller you designate. This is only valid in certain cases.
- To file a complaint with the Spanish Data Protection Agency or competent supervisory authority if you believe that we have not dealt with you correctly.

- To revoke consent for any processing for which you have consented, at any time.

If you change any data, please let us know so that we can keep them up to date.

Do you want a form for exercising your rights?

- We have forms for the exercise of your rights, ask us for them by email or if you prefer, you can use those prepared by the Spanish Data Protection Agency or third parties.
- To exercise your rights, you must provide the necessary information to allow us to verify your identity. Additional documentation may only be requested in cases of doubt or when it is not possible to verify your identity by other means.
- The forms can be submitted in person, sent by letter or by mail to the address of the Data Controller at the beginning of this text.

How long does it take to get back to you on the Exercise of Rights?

It depends on the right, but at the most within one month from your request, and two months if the issue is very complex and we notify you that we need more time.

Do we process cookies?

If we use other types of cookies that are not necessary, you can consult the cookie policy in the corresponding link at the top of our website.

For how long we will keep your personal data?

- Personal data will be kept for as long as you remain connected with us.
- Once you disengage, the personal data processed for each purpose will be kept for the legally stipulated periods, including the period in which a judge or court may require them in accordance with the statute of limitations for legal actions.
- The data processed will be kept until the legal periods expire, if there is a legal obligation to keep them, or, if there is no such legal period, until the interested party requests their deletion or revokes the consent granted.
- We will keep all information and communications relating to your purchase or the provision of our service, for the duration of the guarantees of the products or services, in order to attend to possible claims.