

WORK WITH US PLATFORM PRIVACY POLICY

WHAT INFORMATION DOES THIS PRIVACY POLICY INCLUDE?

GRUP MEDIAPRO S.A.U. has written this Privacy Policy to explicitly and properly inform you about the processing of your personal data and your rights when you register on the Platform <https://jobs.mediapro.tv>, apply for a job offer and participate in the selection process. It is divided into the following sections:

I. WHO IS RESPONSIBLE FOR DATA PROCESSING?

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- b) Information that we collect from our candidates.

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I. WHO IS RESPONSIBLE FOR DATA PROCESSING?

GRUP MEDIAPRO S.A.U. (hereafter, GRUP MEDIAPRO), with tax ID number A64200744 and registered address at Av Diagonal, Num.177-183, 08018, Barcelona (Spain), is responsible for data processing.

One of the main objectives of the Platform <https://jobs.mediapro.tv> (hereafter, the Platform) is the worldwide management of selection processes for all associated entities, which you can consult at the following links (www.mediapro.tv, <http://entidades.imagina-media.com/>). Therefore, the entity with an open selection process will also be co-responsible for data processing in said selection processes.

II. WHAT INFORMATION DO WE COLLECT?

The personal data we process largely depends on the means you use to apply for a position, whether your profile fits a particular job offer and the phase of your candidacy within a selection process. It is divided into two types:

- a) Personal information that you provide when you register on the Platform, apply for a specific job offer or during a selection process.**

The personal data we process is that which you provide by registering on the Platform, when you apply for a job offer or participate in a selection process, specifically:

- Identifying data: name, phone number, DNI/NIE/passport or equivalent ID document number, mailing address, email and photo.
- Data related to personal characteristics: date and place of birth, age, sex, nationality, native language.
- Social circumstances: if you have a car and driver's license, availability to move, travel and hobbies.

- Academic and professional: training, degrees, professional experience, language level and skills (IT, technical material and regarding the applicable field of work).
- Employment information: profession and job.
- Professional and salary expectations.
- Economic and insurance data: salary, material benefits.
- Health data (functional diversity).

Once the selection process is complete, we will ask the candidate chosen for a specific job for the data necessary to formally hire them and, specifically, data regarding social security number (or equivalent document according to the country in which they are hired) and bank account number.

The fields/questions marked with an asterisk on the Platform are mandatory. Not providing this information or any other information expressly requested during the selection process makes it impossible to process your application.

b) Information that we collect from our candidates.

(i) We automatically collect data related to registration on and use of the Platform, specifically: the date a candidate applies for an offer and the date and time of their last sign-in on the Platform.

(ii) If you decide to register on the Platform via the “Apply with LinkedIn” option, the information you allow LinkedIn to share with us will be automatically added on the Platform.

GRUP MEDIAPRO also publishes certain job offers on job search platforms. If you apply for one of these offers, the platform will send us the personal data you provide when applying for the position, as described in section II a) in this Policy.

LinkedIn and the job search platforms are not affiliated with GRUP MEDIAPRO and, as a result, we recommend that you consult their Privacy Policy before submitting your personal data.

(iii) In addition, we conduct interviews, personality tests, technical and/or psycho-technical tests during the selection process and as a result, we will learn about characteristics related to candidates’ personalities, their degree of professional responsibility, ability to work as a team, aptitude, adaptation to change, knowledge and suitability for a particular job.

III. FOR WHAT PURPOSES DO WE PROCESS DATA?

(i) We process the data related to candidates’ registration on and use of the Platform and the job offers they apply for to: (a) know how people use our Platform and verify it works correctly, (b) know how many candidates have applied for an offer and determine when to close it and begin the selection process, (c) know the professional profile of registered users to determine when we should publish a particular offer on other job search platforms, (d) know when data should be erased. For more information, please see section (VI) “How long do we store your data?” in this Privacy Policy.

(ii) For registration on the Platform, staff selection and sending notifications about new job offers.

(iii) To adhere to our Equality Plan and legal obligations regarding Equality and personal data protection.

(iv) To hire the candidate who has been chosen for a particular job.

IV. WHO CAN WE SHARE DATA WITH?

Your data can be shared with any of GRUP MEDIAPRO’s associated entities, found at the following links: <http://entidades.imagina-media.com/> and www.mediapro.tv (hereafter, Associated Entities), which have an open selection process that fits your profile or for which you have applied.

Data regarding the candidates selected in an open selection process to place a bid in a public call for tenders by GRUP MEDIAPRO or its Associated Entities will also be shared with the tenderer upon request.

The abovementioned third parties may be in countries that do not have a level of data protection comparable to that of Europe. For more information, please see section (VII) "International data transfer" in this Privacy Policy.

V. ON WHAT GROUNDS CAN WE PROCESS DATA?

The grounds that authorize personal data processing are:

- i. The execution of a contract or the intention to conclude a contract by registering candidates on the platform,, as well as in job offers published and by setting up notifications.
- ii. GRUP MEDIAPRO's legitimate interest for internal administrative management with the Associated Companies and to know about how people use our Platform, verify it works correctly and to manage selection processes.
- iii. To enforce legal obligations related to storing personal data established in the Spanish General Regulation on Data Protection, Organic Law on Personal Data Protection and the guarantee of digital rights, and those related to equality established in Spanish Organic Law 3/3007, on effective equality for women and men, and Royal Decree 901/2020, which regulates equality plans and their records.
- iv. The pre-contractual relationship with the interested party, once the selection process is complete, to join GRUP MEDIAPRO or one of its associated companies.

VI. HOW LONG DO WE STORE YOUR DATA?

We store your CV and your Profile for one (1) year after you register on the Platform.

If you have not logged in to the Platform during that year, we will ask you if you are interested in remaining registered. If you do not expressly confirm your interest in remaining registered, we will proceed to erase your personal data and all data related to your candidacy.

If you confirm you are still interested in being registered on the Platform, we will ask you to confirm that the information provided is up to date or, if applicable, to update it. However, in the case of any change or variation in the data provided, it must be updated in the "Your Profile" section on the Platform.

When you participate in a selection process, the data provided during said process and that related to interviews and the personality test, technical and/or psycho-technical tests will be erased one (1) year after the process ends.

VII. INTERNATIONAL DATA TRANSFER

GRUP MEDIAPRO transfers your data internationally to countries located outside the European Economic Area, which therefore may not offer a comparable level of data protection to that of Europe, if you apply for a job offer from a company located in said countries or if, in accordance with the interests and fields included when registering your CV related to availability or interest in moving or travelling, your profile fits a particular job offer. In this sense, during the selection process, you will be informed of the company and specific country the selection process is for.

GRUP MEDIAPRO has implemented the appropriate safeguards by concluding data transfer agreements with its Associated Entities in accordance with the standard contractual clauses approved by the European Commission.

VIII. WHAT SECURITY MEASURES HAVE WE IMPLEMENTED?

GRUP MEDIAPRO has implemented the technical and organizational security measures necessary to guarantee the security of personal data and avoid its unauthorized alteration, loss and processing and/or access, taking into account the state of the art, the nature of the data stored and the risks to which it is exposed.

To guarantee information confidentiality and personal data protection, we require the cooperation of users and, for this, it is essential that your password to access the Platform and the computer or device with which you access the Platform are protected from unauthorized access by third parties.

GRUP MEDIAPRO continuously supervises, checks and evaluates processes to assure data privacy is respected.

IX. WHAT ARE YOUR RIGHTS?

You can contact the Data Protection Officer, withdraw your consent at any time and request access to personal data, correct inexact data or request its elimination when the data is no longer necessary and, if applicable, request data processing be limited, or exercise the right to portability or the right to object either at Av. Diagonal 177-183, 08018, Barcelona (Spain) or via email: dpd@mediapro.tv, (*this email is only used for matters related to data protection and will not answer other questions*) with the reference "att. Asesoría Jurídica-Procesos de selección", indicating the specific request. However, any requests that are especially unfounded or excessive may be denied. In addition, you have the right to submit a complaint to the Spanish Data Protection Agency or the corresponding data protection supervisory authority.

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