

PRIVACY POLICY PLATFORM WORK WITH US

WHAT INFORMATION DOES THIS PRIVACY POLICY CONTAIN?

IMAGINA MEDIA AUDIOVISUAL S.A.U. has created this Privacy Policy to inform you in a clear and orderly manner about the processing of your personal data and which your rights are when you register on the Platform <https://jobs.mediapro.tv>, apply your candidacy for a job offer and participate in selection processes. It is divided into the following sections:

I. WHO IS RESPONSIBLE FOR THE TREATMENT

II. WHAT INFORMATION DO WE COLLECT?

a) The personal data that you provide us when you register on the Platform, apply your application to a specific job offer or during a selection process.

b) Information we collect from our candidates.

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I. WHO IS RESPONSIBLE FOR THE TREATMENT?

The responsible of the data processing is IMAGINA MEDIA AUDIOVISUAL S.A.U. (hereinafter, IMAGINA MEDIA) with VAT number A64200744 and address at Av Diagonal, Num.177-183, 08018, Barcelona.

One of the main objectives of the Platform <https://jobs.mediapro.tv> (hereinafter, the Platform), is the worldwide management of the selection processes of all related Entities that you can consult at the following links (www.mediapro.tv, <http://entidades.imaginamedia.com/>). Therefore, in open selection processes, the entity that has an open selection process will also be configured as Co-Responsible for Treatment.

II. WHAT INFORMATION DO WE COLLECT?

The personal data that we process depend largely on the means you use to register your application, if your profile matches a specific job offer and the stage in which your application is within a selection process; we divide it into two types:

a) The personal data that you provide us when you register on the Platform, apply your application for a specific job offer or during a selection process.

The personal data that we process are those that you provide us through your registration in the Platform, when you apply for a job offer or participate in a selection process, and, specifically:

- Identification data: name, telephone number, ID/NIE/Passport or equivalent document, postal address, e-mail and image.
- Data relating to personal characteristics: date and place of birth, age, sex, nationality, mother tongue
- Social circumstances: if you have a car and a driver's license, availability to change your address, travel and your hobbies.
- Academics and professionals: training, qualifications, professional experience, languages and knowledge level (computer skills, technical material and the work environment referred to).
- Employment details: profession and job position.
- Professional and salary expectations.
- Economic and insurance data: salary, property benefits.
- Health data (functional diversity).

Once the selection process is finished, we will request the selected candidate of a certain job, the necessary data to formalize the contract and, specifically, the data related to the social security number (or equivalent document depending on the country where the contract is made) and the bank account number.

The fields/questions indicated with an asterisk on the Platform are mandatory. Failure to provide this information or any other expressly requested during a selection process entails the impossibility of managing your application.

b) Information we collect from our candidates.

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

(ii) If you choose to register on the Platform through the “Start application with LinkedIn” option, the information that you allow LinkedIn to share with us will be uploaded to the Platform automatically.

IMAGINA MEDIA also publishes job offers on specific job search platforms. If you register for one of these offers, the platform will send us the personal data that you have provided when applying for an application, as described in section II a) of this Policy.

LinkedIn and job search platforms are external to IMAGINA MEDIA, therefore, we recommend that you consult its Privacy Policy prior to sending your personal data.

(iii) Likewise, in the selection processes we carry out interviews, personality tests, technical tests and/or psychotechnical tests, so that from these we will know characteristics related to the personality of the candidates: their level of professional responsibility, ability to work in a team, disposition, adaptation to change, their knowledge and their suitability for a certain job

III. FOR WHAT PURPOSES DO WE TREAT YOUR DATA?

(i) We treat the data related to the registration and use of the Platform of the candidates and the applications presented to a job offer to: (a) know the use that people make of our Platform and verify its correct functioning, (b) know how many candidates have applied to an offer and

determine when to close it and start the selection process, (c) know the professional profile of the registered people to determine when we have to publish a certain offer on other job search platforms, (d) know when we should delete your data; For more information, see section (VI) "How long do we keep your data?" of this Privacy Policy.

(ii) For the registration in the Platform, the selection of personnel and the sending of alerts about new job offers.

(iii) To comply with our Equality Plan, the legal obligations regarding Equality and the protection of personal data.

(iv) The hiring of the candidate who has been selected for a certain job position.

IV. TO WHOM CAN WE COMMUNICATE YOUR DATA?

Your data will be communicated to the entities related to IMAGINA MEDIA, which you can check the following links: <http://entidades.imagina-media.com/> and www.mediapro.tv (hereinafter, the Related Entities), which have an open selection process to which your profile fits or you have applied as a candidate.

The data of the selected candidates, in an open selection process, for submission to a tender or public bidding by IMAGINA MEDIA or Related Entities, will also be communicated to the bidding body if requested by it.

The aforementioned third parties may be located in countries that do not have a level of data protection comparable to the European one. For more information, see section (VII) "International data transfer" of this Policy.

V. WHAT BASES LEGITIMATE THE DATA PROCESSING?

The bases that legitimize the processing of personal data are:

i. The consent given by the candidates for registration on the Platform, as well as in published job offers and by the configuration of alerts. The consent can be revoked at any time through the section "Options" -> "Job alerts" or through the contact addresses indicated in section (IX), "What are your rights?", although this will not affect the legality of the treatments made previously.

ii. The legitimate interest of IMAGINA MEDIA for the internal administrative management with the Related Companies and to know the use that people make of our Platform, verify its proper functioning and manage the selection processes.

iii. Compliance with legal obligations related to data retention established in the General Data Protection Regulation and the Organic Law Protection of Personal Data and guarantee of digital rights, as well as in matters of equality established in the Organic Law 3/2007, for the effective equality of women and men Royal Legislative Decree 901/2020, which regulates equality plans and their registration.

iv. The pre-contractual relationship with the interested party, once the selection process is over, for their incorporation into IMAGINA MEDIA or any of the related companies.

VI. HOW LONG DO WE KEEP YOUR DATA?

We will keep your CV and your Profile for one (1) year after you have registered on the Platform.

If after that year you have not accessed the Platform, we will ask you if you are interested in continuing to be registered on it. If you do not expressly confirm your interest in continuing to be registered, we will proceed to delete your personal data and all the information related to your application.

In the event that you confirm that you are still interested in being registered on the Platform, we will ask you to confirm that the information you have provided us with is up to date or, where appropriate, to update it. However, at the time there is any modification and/or variation in any of the data provided, you must update them in the section on "Your profile" within the platform.

When you participate in a selection process, the data provided during the process and those related to interviews and personality tests, technical tests and/or psychotechnical tests, will be deleted after one (1) year from the end of the process.

VII. INTERNATIONAL DATA TRANSFER

IMAGINA MEDIA carries out international transfers of your data to countries located outside the European Economic Area and that do not offer a level of protection comparable to the European one, if you subscribe to a job offer from a company located in those countries or, if by virtue of the interests and fields included for the registration of your CV, related to your availability or interest to change residence or travel, your profile fits a certain job offer. In this sense, during the selection process we will inform you of the company and the specific country for which the selection process is required.

IMAGINA MEDIA implements the appropriate safeguards by entering into data transfer agreements with the Related Entities in accordance with the Standard Contractual Clauses approved by the European Commission.

VIII. WHAT SECURITY MEASURES DO WE HAVE IMPLEMENTED?

IMAGINA MEDIA has implemented the necessary technical and organizational security measures to guarantee the security of personal data and prevent its alteration, loss and treatment and/or unauthorized access, taking into account the state of the technology, the nature of the data stored and the risks to which they are exposed.

To guarantee the confidentiality of information and the protection of personal data, we need the collaboration of the Users and, for this, it is essential to protect the password to access the Platform and the computer or device with which it is accessed, to prevent unauthorized access by third parties.

IMAGINA MEDIA continuously maintains the supervision, control and evaluation of the processes to ensure respect for data privacy.

IX. WHAT ARE YOUR RIGHTS?

You can contact the Data Protection Delegate, withdraw your consent at any time, and request access to personal data, rectify inaccurate data or request its deletion when the data is no longer necessary and, where appropriate, request the limitation of the treatment of the same, the right of portability or the right of opposition either, at Av. Diagonal 177-183, 08018, Barcelona or by email: dpd@mediapro.tv, (this address is only intended for questions related to the data protection, so other different questions will not be answered) with the reference "attn. Legal Advice-Selection Processes", indicating the request in which the application is specified. However, those requests that are especially unfounded or excessive may be denied.

Likewise, we inform you of the right to present a claim to the Spanish Data Protection Agency or the corresponding data protection control authority.

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