

1. Identity of person responsible for the data

HIPOGES IBERIA, S.L. with registered address at C/Albacete nº3, 5ª planta (28027) Madrid, and with Tax Identification Code B85610228 (“HIPOGES”), is the owner and administrator of the domain name www.hipoges.com (the “Website”).

2. User acceptance and identification

By accessing and browsing through this Website, the User acknowledges having read and accepted our Privacy Policy and expressly accepts its application to the use made of the Website while browsing.

HIPOGES can offer, through the Web Site, services that may be subject to their own particular conditions, about which the Users will be informed in each specific case.

The User must always identify himself/herself with his/her personal e-mail address.

The User guarantees both to HIPOGES and to third parties, the quality of the information provided, that is to say, that the data and information provided are real, truthful, updated and also belong to the User and not to third parties. The User will be responsible for the veracity of the personal data provided and will hold HIPOGES harmless against third party claims or against sanctions or damages that could be suffered in case of non-compliance.

In accordance with the legislation in force in Spain, in order to use the Web Site, it will not be necessary to have the authorisation of the parents and/or guardians for the use of the Web Site of those users who are older than 14 years old. Therefore, by accepting this Privacy Policy, the User guarantees that he/she is older than this age or that he/she has the mentioned parental authorisation to register in HIPOGES, and is responsible for this declaration.

3. Purpose of the data processing

Users' personal data will be collected and processed for the purpose of managing their relationship with HIPOGES; to manage any type of query, to manage their candidacy in the corresponding selection process, to include them in our employment exchange. This information will be used to contact the User within the framework of the professional, contractual or commercial relationship.

4. Legitimation

The legitimacy for the processing is the contractual relationship for the provision of the requested service, the legitimate interest in the maintenance of the existing relationship and/or, in certain cases (submission of applications), consent.

5. Duration

HIPOGES will collect and process the User's data according to the purpose for which they have been collected:

1. When we process your data to manage the contractual relationship, we will keep them for as long as the relationship remains in force, provided that you do not exercise your right of deletion beforehand, we will keep your personal data, with the mandatory security measures and blocked in a pseudonymised form.
2. For the management of our recruitment processes, we will process the data you provide to us for 2 years after you submit your application.
3. When we process your data for the purpose of sending information about the company, products and services, we will keep your data until you withdraw your consent for this purpose.
4. Where you make an enquiry through our website, we will process your data for as long as is necessary to deal with and resolve the enquiry.

6. Data reporting

HIPOGES will not communicate the data collected to third parties, except when strictly necessary to manage and maintain the relationship with HIPOGES or with the prior authorisation of the User.

HIPOGES will carry out international data transfers, where justified and always respecting the purpose for which the data has been transferred.

7. Security

In relation to the personal data collected, HIPOGES has adopted and will adopt the necessary technical and organisational measures to guarantee their protection and prevent their alteration, loss, processing and/or unauthorised access, taking into account the state of the art, the nature of the data stored and the risks to which they are exposed, complying at all times with the applicable regulations.

In particular, measures have been adopted to achieve the basic security objectives, such as confidentiality (limiting access to information by unauthorised persons), integrity (maintaining reliable and quality information) and availability (guaranteeing access to the information system on request by an authorised user).

8. User rights

Users have the right to exercise at any time, under the terms provided by the regulations in force at any time, the rights of access, rectification or deletion of data, as well as to request that the processing be limited, oppose the processing or request the portability of their data.

Likewise, Users may revoke the consent given at any time.

To exercise any of these rights, a written communication must be sent to HIPOGES, and it will only be necessary to provide a copy of the National Identity Card when the data controller has reasonable doubts as to the identity of the data subject. You may send such communication (a) by post to the attention of the Data Protection Delegate and to the address indicated in the first section of this document, or (b) by sending an e-mail to the following address: dpo@hipoges.com.

You may contact our Data Protection Officer (a) by postal communication to the address indicated in the previous section of this document, or (b) by sending an e-mail to the following address: dpo@hipoges.com.

In addition, we inform you that you can always turn to the Spanish Data Protection Agency (www.agpd.es) to request protection or lodge a complaint in relation to the processing of your personal data.

9. Applicable Law and Jurisdiction

The relationship between HIPOGES and the User shall be governed by Spanish law.

Any dispute shall be submitted to the Courts and Tribunals of Madrid.