

## Privacy policy

This privacy policy applies to the personnel selection processes of MANAGEMENT HOTELERO PIÑERO SL with address at Plaza Mediterráneo nº5 Ed. Neptuno 07014 - Palma de Mallorca.

Please read it carefully, in it you will find important information about the processing of your personal data and the rights recognized by current regulations on the matter. We reserve the right to update our privacy policy at any time due to business decisions, as well as to comply with possible legislative or jurisprudential changes. If you have questions or need any clarification regarding our Privacy Policy or your rights, you can contact us through the channels indicated below.

You declare that the data you provide us, now or in the future, are correct and truthful and you agree to inform us of any changes thereto. In the event of providing personal data of third parties, you undertake to obtain the prior consent of those affected and to inform them about the content of this policy.

In general, the fields of our forms that are indicated as mandatory must necessarily be completed in order to process your requests.

### 1. Who is the data controller?

Responsible: MANAGEMENT HOTELERO PIÑERO SL

RFC or similar: B57211732

Postal address: Plaza Mediterráneo nº5 Ed. Neptuno 07014 - Palma de Mallorca

Telephone: +34 971 787 000

You can contact the Data Protection Officer of GRUPO PIÑERO at: [dpd.privacy@grupo-pinero.com](mailto:dpd.privacy@grupo-pinero.com)

### 2. What personal information do we obtain?

The data we process is that obtained:

- From the resume and the information that was provided at the time of participation in a selection process;
- Of the selection processes in which they participate;
- From the employment website through which you have registered to participate in a specific selection process;

The categories of data we process typically consist of:

- Identification and contact data, such as DNI/NIF/DNI, name and surname, residence permit (if applicable), address, telephone number, signature, image/voice, SS/Mutuality No. or e-mail;
- Data on personal characteristics, such as language or nationality;
- Social circumstances data;
- academic and professional data;
- Employment details data;
- If applicable, existence of a handicap and its degree. These data are only processed in compliance with legal obligations, for example, regarding the social integration of people with disabilities.

### 3. For what purposes do we process these data?

The data of job candidates are processed for the management of the selection processes carried out by and/or for the entities that make up the PIÑERO GROUP.

These data will also be processed to keep your history of participation in group selection processes updated, to compile statistics, to manage the human resources analysis and monitoring program at GRUPO PIÑERO level and to comply with our legal obligations.

### 4. Who may we transfer your data to?

The CVs of the candidates will be communicated to the member companies of the PIÑERO GROUP.

We will not communicate your data to third parties outside GRUPO PIÑERO, except in compliance with legal obligations or with your prior consent. Your registration in the job market and your participation in our selection processes necessarily implies the international transfer of your data, when the aforementioned companies are located outside the European Economic Area.

### 5. Legal basis for processing

The legal basis for the processing of your data is your own willingness to participate in our personnel selection processes.

The processing of any health data is based on the existence of explicit consent when said data has been provided to us and on compliance with the duties provided for by current regulations regarding the rights of people with disabilities and their social inclusion.

The communication of candidate data to the member companies of GRUPO PIÑERO is based on the interested parties' own willingness to be part of our selection processes and on the legitimate interest of the group for internal administrative purposes and to optimize the management of its selection processes.

The production of statistics is based on our legitimate interest in evaluating the effectiveness of our selection processes.

### 6. How long will your data be stored?

In general, we keep your data for the duration of the relationship you maintain with us and, in any case, during the periods provided for in the applicable legal provisions and for the time necessary to address possible responsibilities arising from the processing. We will cancel your data when it is no longer necessary or relevant for the purposes for which it was collected. Specifically:

- Resumes are kept for one year from the last update, so candidates must update their information if they wish to continue being considered for future selection processes.
- The selection files carried out will be canceled one year after the end of the process. However, if you are hired, the data related to your selection process will be kept in your employment file.

### 7. What are your rights?

You have the right to obtain confirmation of whether or not we are processing your personal data and, if so, access it.

You can also request that your data be rectified when it is inaccurate or that incomplete data be completed, as well as request its deletion when, among other reasons, the data is no longer necessary for the purposes for which it was collected.

In certain circumstances, you may request the limitation of the processing of your data. In such case, we will only process the affected data for the formulation, exercise or defense of claims or with a view to protecting the rights of other people.

Under certain conditions and for reasons related to your particular situation, you may also object to the processing of your data. In this case we will stop processing the data, except for compelling legitimate reasons that prevail over your interests or rights and freedoms, or for the formulation, exercise or defense of claims.

At any time you may request to be removed from our job board and revoke your consent to participate in our selection processes, without affecting the legality of the processing based on consent prior to its withdrawal.

Likewise, and under certain conditions, you may request the portability of your data so that it may be transmitted to another data controller.

You also have the right to file a claim with the Spanish Data Protection Agency or any other competent control authority.

To exercise your rights, you must send us a request accompanied by a copy of your national identity document or other valid document that identifies you by postal mail or email to the addresses indicated in the section Who is responsible for the processing of your data?