



PERSONAL DATA PROTECTION POLICY

Who is the Data Controller?

Identity: AZBIL TELSTAR TECHNOLOGIES, S.L.U./ AZBIL TELSTAR, S.L. / LABWARE, S.A. ("TELSTAR")
C.I.F.: B-63.797559 / B-63.961.767 / A- 79.268.314

Address: AZBIL TELSTAR TECHNOLOGIES, S.L.U./ AZBIL TELSTAR, S.L. Avda. Font i Sagué, 55, Parc Científic i Tecnològic Orbital, 08227, Terrassa / LABWARE, S.A. Avda. Corts Catalanes, 5-7, Ed. Trade Center, 2^a planta, 08173, Sant Cugat del Vallès, Barcelona

E-mail: rrrh@telstar.com

Phone: AZBIL TELSTAR TECHNOLOGIES, S.L.U./ AZBIL TELSTAR, S.L. +34 93-736.16.00 / LABWARE, S.A.+34-93.544.29.10

For what purposes do we process your personal data?

We process all the information provided by the candidate in order to process his/her candidacy in the open selection procedure as well as process his/her eventual incorporation to TELSTAR staff and, if necessary, notify him/her or inform him/her of other personnel selection procedures of TELSTAR that may be of his/her interest.

It will be necessary for the candidate to provide TELSTAR with the information that this entity indicates is mandatory, otherwise TELSTAR could reject the candidate of the selection procedure regardless of the phase in which he or she is. In addition, you must provide TELSTAR with your current data so that TELSTAR has the information updated and without any mistakes.

The candidate accepts that TELSTAR can carry out tests of a psychotechnical, psychological and personality nature and that the results of these tests, with their corresponding evaluations, are processed by TELSTAR with the purposes above described.

How long will we keep your personal data?

The personal data provided by the candidate will be stored for a period of one year from the date of termination of the personnel selection procedure for the event that starts new selection procedures that fit the profile of the candidate.

Which is the legitimation for processing of your data?

The legal basis for data processing is the consent of the candidate by accepting the personal data clause.

To which recipients will your data be assigned?

The data may be assigned to other companies of the TELSTAR Group (also from outside the European Union such as Japan, USA, Brazil, Mexico, India, Bangladesh, Malaysia and China) to process properly your request.

What rights do you have when you provide us your personal data?

The candidate may exercise his/her right to access to his/her personal data, as well as to request the rectification of inaccurate data or, where appropriate, request its erasure when the data is no longer necessary for the purposes that were collected. The candidate may request also the restriction, data portability and opposition of his/her data, in certain circumstances and for reasons related to his/her particular situation.

Likewise, you have the right to revoke your consent at any time without this affecting retroactively to the processing of personal data made until then.



The candidate may exercise the rights above referred, under the terms and conditions provided in the law in force, at the registered office of TELSTAR or request them by email to rrhh@telstar.com.

In the event that the candidate does not obtain a satisfactory answer and wants to file a claim or obtain more information about any of these rights, he/she can address to the Agencia Española de Protección de Datos (www.agpd.es - C/ Jorge Juan, 6 de Madrid).

How do we have obtained your data?

In the event that the candidate has requested it, his/her personal data may come from candidates himself/herself.

The categories of personal data that are processed are all those included in a CV, this is, complete name, e-mail, telephone number, date of birth, image, professional and academic experience. Special categories of data are not processed.