

Privacy Policy

DATA CONTROLLER: GRACIA101 Talent Solutions, S.L.

This document aims to establish the Privacy Policy of this website, owned by:

GRACIA101 Talent Solutions S.L., registered address:

Carrer de la Garrotxa 22, Sant Cugat del Valles, 08174, Spain

Tax ID: B67335810

This document explains how we collect, use, share and protect your personal data as a result of using our services, participating in recruitment processes, or interacting with our website. We value transparency, so we encourage you to carefully read this Privacy Policy, which aims to ensure full compliance with the General Data Protection Regulation (GDPR).

DATA CONTROLLER - Who is responsible for processing your data?

Identity: GRACIA101 Talent Solutions, S.L.

Tax ID (CIF): B67335810

Postal address: Carrer de la Garrotxa 22, Sant Cugat Del Valles, 08174, Spain

Telephone: 606 873 522

PURPOSE OF PROCESSING - For what purposes do we process your personal data?

At GRACIA101, personal data is processed for the following purposes:

- To manage enquiries and/or contact requests received
- To manage recruitment and selection processes
- To evaluate candidate profiles and CVs
- To contact candidates regarding job opportunities
- To share candidate profiles with client companies
- To manage relationships with clients and service providers
- To send commercial communications

If GRACIA101 processes data for purposes other than those stated above, the data subject will be informed in advance. The data subject is solely responsible for providing accurate, complete, and updated information.

DATA RETENTION - How long will we retain your data?

Personal data will be retained:

- As long as necessary for the purposes for which it was collected
- In the case of candidates, for a maximum period of 2 years
- Until the data subject requests deletion
- In accordance with legal obligations

IS IT NECESSARY TO PROVIDE ALL DATA?

Yes, it will be necessary to provide all personal data required to participate in recruitment processes or respond to enquiries. Failure to provide required data may prevent GRACIA101 from providing its services.

CONFIDENTIALITY

GRACIA101 undertakes to respect the confidentiality of your data and to use it only for the purposes for which it was collected. We implement appropriate technical and organizational measures to prevent unauthorized access, loss or misuse of personal data, in accordance with GDPR and applicable regulations.

USER RESPONSIBILITIES

The user undertakes to:

- Use the website in a lawful and appropriate manner
- Not engage in illegal activities or activities that may harm third parties
- Not introduce malicious software or alter systems
- The user will be responsible for any damages resulting from misuse.

LEGAL BASIS - What is the legal basis for processing your data?

Each processing activity carried out by GRACIA101 is based on the corresponding legal basis described above.

The legal basis is:

- Consent of the data subject
- Pre-contractual or contractual relationship
- Legitimate interest of GRACIA101

WITHDRAWAL OF CONSENT

The data subject has the right to withdraw consent at any time without affecting the lawfulness of prior processing.

AUTOMATED DECISION-MAKING

GRACIA101 does not carry out automated decision-making or profiling that produces legal or significant effects.

DATA RECIPIENTS - Will your data be shared?

Personal data may be shared with:

- Client companies within recruitment processes
- Technology providers (e.g. Microsoft 365, LinkedIn, recruitment platforms)
- Public authorities

INTERNATIONAL DATA TRANSFERS - To which recipients will your data be transferred?

Personal data may be transferred internationally, particularly through the use of:

- Cloud services
- Recruitment platforms

Some of these service providers may be located outside the European Economic Area (EEA). In such cases, GRACIA101 ensures that these transfers are carried out in compliance with applicable data protection regulations and with appropriate safeguards in place, including the use of Standard Contractual Clauses approved by the European Commission or other legally valid mechanisms

RIGHTS OF DATA SUBJECTS - What rights do you have?

You have the right to:

- Access your data
- Rectify inaccurate data
- Request erasure
- Request restriction of processing
- Request portability
- Object to processing

HOW TO EXERCISE YOUR RIGHTS

You may contact: suzanne.paris@gracia101.com or by post: Carrer de la Garrotxa 22, Sant Cugat del Valles, 08174, Spain

RESPONSE TIME

We will respond within one month, extendable to two months if necessary.

RIGHT TO LODGE A COMPLAINT

You have the right to lodge a complaint with: Spanish Data Protection Authority (AEPD)

DATA SECURITY

GRACIA101 applies appropriate technical and organizational measures to ensure the security of personal data.

POLICY UPDATES

GRACIA101 may update this Privacy Policy to reflect legal or operational changes.