

PRIVACY POLICY FOR CANDIDATES

1. – Identity of Data Controller

INGENIERIA Y ECONOMIA DEL TRANSPORTE, S.M.E. M.P. S.A., whose registered address is Paseo de la Habana, Nº 138, 28036 Madrid, (hereinafter INECO), informs the CANDIDATE that the personal data provided by himself, those consigned in his Curriculum vitae, as well as those generated or requested during the selection process, will be included to the database responsibility of INECO. Giving that data imply the consent of the interested party for their processing.

Contact with the data protection officer will take place through the e-mail address dpd@ineco.com.

2. – Purpose of the data processing

INECO will process the personal data of the CANDIDATE with the legal basis of his consent, and with the next purposes:

- Manage the candidacy in the present or future selection processes of Ineco and his clients.
- Assess physical and mental aptitudes to perform the employment activity.
- Make and manage selection processes.
- Make profiles for the positions offered.
- Request, when applicable, employment references from people or companies where the CANDIDATE have worked.
- Related activities.

3. - Recipients of the information

For the development of the purposes described above, the CANDIDATE authorize INECO to communicate his personal data to companies or shareholders entities related with the social purpose of the company (Ministries and subordinate bodies, Renfe, Aena, Enaire, Adif and other similar). In addition, the CANDIDATE authorizes INECO to communicate his personal data, when necessary, to subsidiaries, clients or potential clients, and other institutions related commercially or professionally with INECO, who request that and if it is necessary to submit, hire or provide a service or an offer. All this companies' can be located in national territory or in third countries. INECO informs the CANDIDATE that there is a chance there could not be data protection laws in some destination countries, creating a possibility of a high risk for his personal data. INECO agrees to inform the CANDIDATE about the destination country, the purpose and the name of the recipient before the communication of his data, with the possibility to revoke the consent to the communication of the data, and to exercise his right of object the process.

4. – Mandatory/Optional nature or required information

Mandatory data will be clearly identified as such when they are requested. The refusal of providing this information might hinder the selection process, and the application may be dismissed.

5. - Rights exercise

The CANDIDATE may revoke his consent, contact with the Data Protection Officer, or exercise the right of access, rectification, erasure, restrict processing, portability and object before the sub-directorate of Administration, Labour Relations and Security, located in Paseo de la Habana no. 138, 28036, Madrid; or through the e-mail dpd@ineco.com

You can address the supervisory authority (www.agpd.es) to lodge the complaint you deem appropriate.

6. - Data protection commitment on the CANDIDATE

By filling the application, the CANDIDATE recognize and compromise to:

- Provide updated and accurate information upon request.
- Inform INECO of any modification of the information provided, using the procedure indicated to exercise the right of rectification.
- Keep secret about the confidential information or personal data responsibility of the Company to which he has access due to the selection process he is a part. This commitment will subsisted even when the process finalized, regardless he is selected or not.

7. - Storing of personal data

The CANDIDATE authorizes Ineco to store his data if he is not selected in the present selection process, and always if his candidacy is interesting, for future selection processes during a maximum period of two years. If the CANDIDATE does not want INECO to store his data during that period, he may revoke his consent or exercise the right of erasure and object through the process described above. After those two years, INECO could contact again with the CANDIDATE to request the actualization of his data and the consent to store them for longer, if that is necessary.

8. – Security Measures

INECO has adopted the required technical and organizational security measures, in order to guarantee the confidentiality, the integrity, the availability and the protection of the personal data and the avoidance of any disruption, loss or unauthorized access to the data, given the constant changes on technology, the costs of implementation, the nature, scope and purposes of the processing, and the special risks attached to the personal information of the CANDIDATE

9. - Candidate's compliance

The CANDIDATE declares that he has read and understood the present PRIVACY POLICY FOR CANDIDATES, and expressly consents the processing of his data according to the conditions mentioned above.