

PRIVACY NOTICE

FOR PERSONNEL SELECTION PROCESSES

SELAE declares to scrupulously respect the fundamental right of individuals regarding the processing of their personal data, and the strict compliance with the provisions of data protection regulations:

- Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of individuals regarding the processing of personal data and the free movement of such data (hereinafter, GDPR).
- Organic Law 3/2018, of 5 December, on the Protection of Personal Data and Guarantee of Digital Rights (hereinafter, LOPDGDD, for its initials in Spanish).
- Any applicable implementing regulations.

The complete information regarding the processing of personal data of the participant in selection processes is detailed below.

1 Data Controller and Data Protection Delegate

1.1 Data Controller

The personal data of the participant in the selection process will be processed by SELAE in its capacity of data controller.

SELAE's identification data are detailed below:

- Company name: Sociedad Estatal Loterías y Apuestas del Estado, S.M.E., S.A. (SELAE).
- TAX ID: A86171964.
- Address: C/ Poeta Joan Maragall, 53 - 28020 Madrid.
- Phone number: 900 11 23 13 / 91 596 23 00 (Customer Service).

1.2 Data Protection Delegate (DPD, for its initials in Spanish)

The participant may contact SELAE's DPD by the following means:

- Postal mail: Addressed to SELAE, Registry, attention "Data Protection", at C/ Poeta Joan Maragall 53, 28020 Madrid.
- Web form: www.loteriasyapuestas.es/es/contacto-proteccion-datos.

2 Purposes of the processing, legitimacy and processing deadlines

2.1 Main purpose

The participant's data will be processed for the purpose of selecting the most suitable candidate for the position offered and proceeding to their subsequent recruitment.

The legal basis that legitimises this processing is the necessity of the processing for the adoption of precontractual measures at the participant's request (art. 6.1.b. of the GDPR).

This processing will be carried out until the end of the process. Subsequently, unless the participant authorises the accessory purpose, his/her data will be blocked for a period of 3 years in order to deal with any liabilities arising from the processing.

2.2 Accessory purpose

If the participant so authorises, his/her identification, curriculum and contact data will be processed by SELAE to inform him/her about other selection processes that match his/her curriculum.

The legal basis that legitimises this processing is the free consent of the participant (art. 6.1.a. of the RGPD). If consent is given, the participant may withdraw it at any time by following the procedure described in the participant's rights section. For the sake of clarity, the main purpose is in no case conditional on obtaining consent.

In the event that the participant authorises it, this processing will be carried out for a period of 1 year from the end of the main purpose. Subsequently, SELAE may contact the participant so that, if he/she wishes, he/she can provide updated information and renew his/her consent for another 1 year. Otherwise, the participant's will be blocked for a period of 3 years for the attention of possible liabilities arising from the processing.

2.3 Automated decisions

SELAE do not use automated decision-making mechanisms for these purposes.

3 Recipients

SELAE will not communicate the participant's personal data to third parties, except for legal obligation or effective judicial protection (e.g. in case of a judicial or administrative claim).

There are no plans to transfer your personal data to third countries or international organisations.

4 Necessary and optional data

Where technically feasible, the required data will be identified through a personal data collection form (e.g. by an asterisk or another information mechanism).

If the participant does not provide the required data, he/she will be able to take part in the selection process.

5 Origin of personal data

The personal, identification, contact and curricular data are provided directly by the participant or, where applicable, through Infojobs (Adevinta Spain, S.L.U.) and/or LinkedIn (LinkedIn Ireland Unlimited Company).

6 Rights of the Participant

6.1 Recognised rights

As data controller, SELAE guarantees the participant the exercise of the rights legally established by the data protection regulations, which are as follows:

- **Access:** The participant may access his/her personal data at any time and request information in relation to the processing of his/her personal data by SELAE.
- **Rectification:** The participant shall have the right to request rectification of the personal data when it is inaccurate or incomplete.
- **Deletion:** The participant may request that his/her personal data be deleted and no longer processed if they are no longer necessary for the purposes for which they were collected.
- **Opposition:** The participant may oppose to the processing of his/her personal data for specific purposes where legally provided for.
- **Limitation of processing:** The participant shall have the right to request the limitation of the processing of his/her personal data where legally provided for.
- **Portability:** The participant will have the right to receive his/her personal data in a structured, commonly used and machine-readable format, and to transmit it to another controller where technically feasible.
- **Withdrawal of consent:** In the event that the participant consents to the accessory purpose, the participant may withdraw the consent given at any time. Withdrawal of consent will not affect lawfulness of the processing based on the consent prior to its withdrawal.

6.2 Exercise of rights

The participant may exercise these rights through:

- **Postal mail:** By letter addressed to SELAE, Registry, attention "Data Protection", at C/ Poeta Joan Maragall, 53 - 28020 Madrid, with the reference "Exercise of rights".
- **Web form:** www.loteriasyapuestas.es/es/contacto-proteccion-datos.

In both cases, the participant must clearly indicate his/her status as a participant in a SELAE selection process, the right he/she is requesting, as well as his/her identification and contact details so that SELAE can process the request and reply. In case of doubts about the participant's identity, it will be necessary to provide a copy of the National Identity card or equivalent official document.

7 Complaints

If the participant considers that his/her personal data has been processed unlawfully, he/she may file a complaint with:

- The Spanish Data Protection Agency (AEPD, for its initials in Spanish – www.aepd.es).
- The Data Protection Delegate of SELAE (through the means of contact indicated above).