

PRIVACY AND DATA PROTECTION NOTICE

This privacy and data protection notice for candidates ("Privacy Notice") is intended to provide candidates with information regarding the treatment of their personal data, provided in the sole and exclusive scope of Personnel Selection and Recruitment for possible admission to the staff of the three companies that compose the SATA Group, here as co-responsible for the treatment, in which candidates enter the company to be proposed.

SATA Group's companies, as co-responsible for the processing of candidates' personal data, under the terms of article 26º of the GDPR, may determine the purpose and means of processing such data.

The processing of personal data for this purpose is based on candidates' voluntary consent, by submitting their resume, they expressly consent to the processing of personal data for this purpose. Withdraw of consent does not affect the legitimacy of treatments previously carried out.

The personal data provided within the application will be processed and stored automatically and in physical support, with the guarantee of confidentiality, and will be exclusively intended for the execution of the necessary steps for the eventual recruitment and, in this case, for the management of human resources, in the compliance with legal and contractual obligations. If candidates do not indicate otherwise, this data will also be used to communicate future job opportunities that fit their profile and that may be of their interest, as well as communicated to SATA Group's companies, in order to provide a greater employment opportunity.

Personal data will be kept within 2 (two) years after the submission of the application.

The data collected for this purpose does not constitute the fulfillment of a legal or contractual obligation. However, if candidates are selected, personal data will be used to draw up the respective contract.

Candidates may, at any time, exercise the right to access and rectify their data. They may also exercise, at any time, all other rights applicable under the data protection legislation, by sending a request to the email address data.protection@sata.pt. They can also file a complaint with the National Commission for the Protection of Data, regarding data processing carried out by SATA Group, and to which they are applying.

Employees authorized to access personal data are bound by the duty of confidentiality.

To learn more about how SATA Group's companies handle data, please check our privacy policy.