

PRIVACY POLICY “INTRODUCE YOURSELF”

art. 13 and 14 of Regulation (EU) 2016/679 of the European Parliament and of the Council

HOW DOES IT WORK AND WHAT IS THE USE OF “INTRODUCE YOURSELF”?

Santander Group is a multinational group present in different countries (hereinafter Santander). Using the “Introduce Yourself” functionality included in <https://santander.wd3.myworkdayjobs.com/es/SantanderCareers> website, Santander makes available to those who wish to do so (the functionality and the “User” in particular and the “Users” in the plural, respectively), the possibility to express their interest in Santander as a place to work, generally and spontaneously, by communicating his name and surname and sending his curriculum vitae, to be taken into account in the different job opportunities and talent attraction processes offered by Santander. Therefore, the functionality will allow the HR Team of the different Santander companies to access the User's personal information and, if their profile is of interest or appropriate to Santander, contact him/her so that, when interested, he/she will be considered for a specific vacancy or offer.

INFORMATION ON THE PROTECTION OF PERSONAL DATA

Santander is committed to data protection and applies the highest security standards, having implemented the necessary technical and organizational measures to ensure an adequate level of security, as well as to prevent loss, misuse, alteration, unauthorized access and theft of information and data provided. Similarly, Santander ensures that it fulfills the duty of secrecy and confidentiality with respect to personal data and all information provided by the User through the functionality.

The communication of personal data, where indicated in the relevant form through which the data is collected from users, is a necessary requirement in order to be able to use the functionality. We also inform you that it will not be the subject of automated decisions.

I.- WHO IS RESPONSIBLE FOR THE PROCESSING OF ITS DATA AND WHICH ARE ITS CONTACTS?

The Data Processor is **Santander Consumer Bank S.p.A.**, Corso Massimo d'Azeglio 33/E, 10126 Turin (Italy), e-mail: dpo@santanderconsumer.it

II.- What personal data of the User are we going to deal with, for what and on what legal basis?

II.- 1. Personal data categories

- We will process the data communicated by the User, i.e. first name, last name, country and e-mail and CV, through the form in <https://santander.wd3.myworkdayjobs.com/es/SantanderCareers/introduceYourself>.

II.- 2. Source of data

The data shall be collected directly from the User.

II.- 3. Purpose of the processing

- Data communicated by the User shall be processed for the following purposes:
 - a) Assess the User within the talent attraction framework and the existing job opportunities in Santander so that, if it may be appropriate for any of the existing offers or vacancies, he can contact it.
 - b) Obtain statistical information.

The processing of User data takes place through electronic processing, consultation, and any other appropriate operation solely in order to pursue the aforementioned purposes for which they were collected and, in any case, in such a way as to guarantee their security and confidentiality.

In carrying out the processing activities, Santander undertakes to:

- a) ensure the accuracy and updating of the data processed, and promptly acknowledge any corrections and / or additions requested by the data subject;

b) notify the data subject, within the times and in the cases provided for by the mandatory legislation, of any violations of personal data;

c) ensure compliance of the processing operations with the applicable legal provisions.

Santander also processes the personal data acquired in full compliance with the principles of correctness, lawfulness and transparency. In compliance with EU Regulation 2016/679, Santander undertakes to minimize the use of personal data, so as to exclude its processing if the purposes pursued can be achieved through, respectively, anonymous data or appropriate methods that allow to identify the data subject only in case of need.

II.- 4. Legal basis for the processing

- The legal basis for processing the data communicated by the User is the consent given by the User.

IV.- How long will we keep your data?

In compliance with the principles of proportionality and necessity, the data will not be stored for longer periods than those necessary for the achievement of the aforementioned purposes and, therefore, for the diligent performance of the services requested by the User.

Personal data relating to the pursuit of contact purposes are processed for the time strictly necessary for these purposes and may be kept for a maximum period of 24 (twenty-four) months from the contact. In any case and depending on the specific purpose of processing and type of data processed, it is allowed their further conservation in fulfillment of any legal obligations or for the protection of hypothetical rights in court and for the management of any out-of-court disputes.

The Data Controller has adopted specific security measures to guarantee the security and confidentiality of the data and to prevent their loss, illicit or incorrect use and unauthorized access, in compliance with the EU Regulation.

V.- Data communications and international data transfers

V.1.- Are we going to communicate your data to third parties?

We are not going to communicate your data to any third parties, although the data may be processed by third parties on behalf of the data Controller. In this regard, we inform you that the Controller follows strict criteria for selecting service providers in order to comply with his data protection obligations and signs the corresponding data processing agreement with them.

V.2. – International data transfers

• International transfers due to the use of processors outside the European Union

Data processors include Workday Inc., located in the United States, which is not part of the European Economic Area. The Controller, through its subsidiary Santander Global Technology, S.L., has signed Standard contractual clauses with Workday.

VII.- What are your rights?

User may exercise, if they wish, the rights to access, rectification and erasure of data, and request that the restriction of processing, object it and request the portability of their data, sending a written communication to the following e-mail address dpo@santanderconsumer.it or by post to Santander Consumer Bank S.p.A., Corso Massimo d'Azeglio 33/E, 10126 Turin (Italy). The communication shall be accompanied by an official document proving the identity of the person concerned.

Without prejudice to any other administrative remedy or judicial action, users shall have the right to file a complaint with the Italian Data Protection Authority (*Autorità Garante per la protezione dei dati personali*) if you consider that the processing of your personal data is not appropriate to the regulations, and if you do not see the exercise of your rights satisfied.