

INFORMATION RELATING TO THE PROCESSING OF THE PERSONAL DATA OF CANDIDATES FOR JOBS

ACS, ACTIVIDADES DE CONSTRUCCIÓN Y SERVICIOS, S.A. (ACS), with registered office in Avda. Pío XII, 102, 28036, Madrid (Madrid) -Spain-, tax identification number A28004885 and telephone 913439369, makes available this information concerning the processing of your personal data:

1.- For what purposes do we process your personal data and for how long?

ACS processes your data for the following purposes, under no circumstances making any exclusively automated decisions that may affect you in any way or for are any purposes other than those for which we use your data:

a) Management of job applications, based on a legitimate interest in selecting staff to cover jobs. We will keep your data for a maximum period of 1 year from the receipt of your application and/or your CV and/or history unless you oppose the processing in advance or request the erasure of your data.

b) Exceptionally, internal control, legal advice and regulatory compliance, if necessary to defend the interests and rights of the company and/or to avoid any type of criminal liability or conduct contrary to the external or internal regulations of the company, as there is a legitimate interest in it, as well as a public interest in the control and prevention of offences and as required to comply with legal obligations (of listed companies, compliance with criminal law, data protection, etc.). Your information will be stored as long as it is necessary for the internal investigation or advisory services and subsequently, duly blocked, for the legal period envisaged in each case to file and defend possible claims and, where appropriate, until their final closure.

2.- Types of data we process and how we obtain them

For the purposes described above, we can process the following types of data of your own: identifying (such as postal address, identification document, name and/or surnames, telephone), with personal characteristics (such as date of birth, language or dialect and nationality), academic or professional (such as professional license, membership in associations, courses and training, studies and/or qualifications, professional experience and academic history) and any other that you provide us in your CV. We may also very rarely process other type of information that is relevant in a potential incident, investigation or claim (including, albeit exceptionally, data relating to criminal convictions and infringements).

The data processed are provided to us by you or your legal representative, as well as by third parties: talent search companies and employment websites.

3.- Who will we share you data with?

Your data will not be shared with third parties, unless required for internal control, legal advice and regulatory compliance, in which case we will share them, as necessary, with the following entities:

- Public authorities or bodies (such as, but not limited to, Tax Authorities, Courts or other possible dispute resolution bodies and Notaries and Public Registries).
- State Security Forces and Bodies.
- The following ACS providers to provide our respective services:
 - Consultancy and legal firms to defend the Group's legal interests and rights.
 - Court representatives

ACS applies strict controls in the selection and contracting of its suppliers, to ensure that they can only access your personal data for the sole purpose of providing us with the contracted service, following our instructions, applying strict protection measures and without them being able to use them for any other purpose or, in general, share them with third parties.

4.- International data transfers

we do not envisage any international transfer of their data (which occurs if their data are transferred to or accessed from outside the EEA) as a result of the data processing described above. However, if the international transfer of you data is necessary, we will implement the appropriate mechanisms to ensure that the processing of your data outside the EEA will take place with the same level of protection as required in Europe.

5.- What are your rights in relation to the processing of your data?

You are entitled to receive information relating to the processing, accessing, rectifying and, where appropriate, erasing your data, as well as, in certain circumstances, information relating to restricting and objecting to their processing, and to the portability of your data under certain circumstances.

You may exercise your right of objection with regard to the purposes that, as described above, are based on the satisfaction of a legitimate or public interest. This right may be denied if, in view of the request made, there are compelling legitimate grounds prevail for the processing or if your data are necessary to file, bring or defend claims.

You can exercise these rights by writing to ACS, ACTIVIDADES DE CONSTRUCCIÓN Y SERVICIOS, S.A. at Avda. Pío XII, 102, 28036 Madrid (Madrid), Spain or via email at pdd@grupoacs.com.

Likewise, we inform you that you are entitled to file a claim with the competent control authority (in Spain, the Spanish Data Protection Agency or any agency that may replace it in the future), if you consider that any type of infringement has occurred in relation to the processing of your personal data.

6.- Contact our Data Protection Officer

To obtain additional information, or for any other matter relating to the processing of your data, please contact our Data Protection Officer at:

Address: Avda. Pío XII, 102, 28036 Madrid (Madrid), Spain

Email: pdd@grupoacs.com