

Recruitment Privacy Notice

Data Privacy

GPP, SA recognises the importance of protecting the Privacy and Personal Data of job applicants. The data collected in this Application Form will be digitally stored and exclusively processed as part of any recruitment processes at GPP, SA.

In accordance with applicable national and European Data Protection and Privacy rules in force, job applicants may exercise the rights of access, rectification and erasure of their data.

Data Controller

GPP, SA ("Gres Panaria Portugal S.A.") shall be controller of job applicants' data, because it is GPP, SA that determines the purpose and means of data processing.

Purpose of Data Processing

GPP, SA collects personal data relating to job applicants in this Application Form and which shall be processed exclusively as part of any recruitment processes at GPP, SA, and the corresponding personal data are protected in accordance with all national and European Data Protection and Privacy rules in force.

Data Retention Period

The data collected from job applicants in this Application Form shall be deleted 6 months after the date of collection if the application is not included in the recruitment process or if the applicant wishes to have their application removed from our database. For this purpose, the applicant must send an email to rh@grespanaria.com, stating that he/she wishes to withdraw the consent previously given. Their personal information will be deleted.

Consent of the Data Subject

The collection and processing of data in this Application Form is only done if you give us your explicit consent, which is requested in this form. If you do not give us your consent, personal data will not be collected. In accordance with applicable national and European Data Protection and Privacy rules in force, job applicants may exercise the rights of access, rectification and erasure of their data.

To exercise the right to withdraw consent to the processing of data and to delete personal data, the applicant must send an email to rh@grespanaria.com, stating that they withdraw the consent previously given. Their personal information will be deleted.

Processing of applicant data by GPP, SA

Pursuant to the legislation in force, we inform you that your data will be processed by GPP SA ("Gres Panaria Portugal S.A."), taxpayer No. 504073788 and head office at Chousa Nova 3830-133 Ílhavo - Portugal. If you have any questions about Protection and Privacy, please contact the Data Protection Officer ("DPO") by email at dpo@grespanaria.com.

Personal data provided in this Application Form, the Curriculum Vitae or the personal data you may provide during a selection process will be processed to evaluate and manage your application and, where appropriate, take the necessary steps to select and hire you and, unless otherwise stated, such data will be used to communicate future job opportunities that fit your profile and may be of interest to you. This communication of future opportunities will occur within the data retention period that has been set and reported.

We inform you that your data will be processed based on your consent, which you may withdraw at any time by sending an email to rh@grespanaria.com, stating that you wish to withdraw your consent, although this will prevent your application from being taken into consideration in GPP, SA's recruitment processes. However, if you withdraw your consent, this will not affect the lawfulness of previous processing.

You may exercise the rights under the law in force as data subject by contacting GPP, SA through the Data Protection Officer ("DPO"), sending an email to dpo@grespanaria.com. Notwithstanding the foregoing, if you feel that your rights as data subject have been violated, you will also have the right to file a complaint with the Portuguese Data Protection Commission (CNPD), acting as the National Data Protection Authority.