



Data protection policy

Prodie Santé Recruitment, hereinafter « Prodie Santé », « us », « we » or « our » ;

The website User, hereinafter « you », or « your » ;

Site : webpages belonging to the prodiesante.com domain and all its subdomains;

GDPR : Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data.

Prodie Santé Recruitment, S.L. (« **Prodie Santé** ») informs you regarding its data protection policy on personal data collected through the website so that you can freely and expressly decide whether you want to give the personal data required or obtained during the access and use of the website.

Data Controller

Prodie Santé Recruitment, S.L., with registered office at C/ Monte Umbrío, 47. Código Postal 28770, Colmenar Viejo – Madrid (Spain) informs you that the personal data that you may provide will be incorporated into a file whose data controller is Prodie Santé.

Prodie Santé commits to process personal data with confidentiality and in accordance with technical and organizational requirements (hereafter detailed) so as to demonstrate its compliance with the GDPR.

If you have any questions regarding our Data protection policy you can send us an email at contact@prodiesante.com.

Use of personal information

The data that you provide us with is incorporated into a file which is under our control and is used for the management of medical professional recruitment for locums, long-term contract and permanent positions, in both the private and the public sector, all around the world.

For medical recruitment purposes, your data will be used as such:

- If you are a Candidate:
 - a) Verify your identity, qualifications and experience in accordance with the requirements set out by the applicable regulation;
 - b) enforce contracts ;
 - c) get in touch with health structures in which you have worked for reference purposes;
 - d) manage the recruitment of professionals, either for specific locums, long-term contracts or permanent positions, in both the private and the public sector, all around the world; to this end you are informed that:
 - (i) the personal data provided will be communicated to hospitals, health centers and others institutions seeking candidates ;
 - (ii) you can be contacted by Prodie Santé either by phone or by email. Prodie Santé job offers can be sent from the prodiesante.com domain or from an independent



email platform . In the latter case, only your email address is included on the platform.

- e) manage and answer any question or related issue that you may arise; and
- f) with your prior approval, contact you for direct marketing purposes on job offers and other related communications. Prodie Santé's electronic communications can be sent from the prodiesante.com domain or from an independent email platform . In the latter case, only your email address is included on the platform .

- If you are a Client-Recruiter

- a) get in touch with you either by phone or email to determine your needs for locums, long- term and permanent positions;
- b) manage and answer any question or related issue that you may arise;
- c) with your prior approval, send you communications for recruitment purposes and related services. Prodie Santé's electronic communications can be sent from the prodiesante.com domain or from an independent email platform. In the latter case, only your email address is included on the platform.

We will retain and process your personal information as long as is needed to provide the services you are using, or to comply with our legal obligations. As such, your personal data are kept in a form that permits identification of the data subject for no longer than 3 years from the last exchange with our recruitment services.

Shall Prodie Santé decide to process your data for another purpose than medical recruitment, we will ask you whether or not you expressly consent to it. You will also be explicitly notified if we use your data for the main purpose through other means.

Legal basis for the processing

We only process your personal data when there is a legal basis to do so. We use different legal basis for the processing of your data such as: the data necessary for the performance of a contract, the data collected via your consent and finally in certain cases we use legitimate interest provided that it does not jeopardize your interests, rights and your basic freedom.

When the data are collected directly from you, the only data that we collect are:

- a) Those that you directly provide when signing up online on our website or, b) When you exchange directly with us either as a Client or as Candidate.
 - By accepting the Data Protection Policy you expressly give your consent for the processing of your personal data in accordance with the terms and conditions of the Data protection policy.
 - The personal data collected are strictly necessary and proportionate to the objectives sought for each party :
 - – For Candidates, the personal data collected are: name, given name, date of birth, CV, telephone number, email, photo, diplomas, medical board certification, ID, social security number, bank account and all other information required by law (non-exhaustive list);



- For Clients, the personal data collected are: surname, given name, telephone number, email and if need be the professional license number and the birth date and all other information required by law (non-exhaustive list).
- If one of the required information is missing we might not be able to assist you with the recruitment process. The personal data considered as mandatory are the ones strictly needed to provide the services above mentioned.
- As required by article 5d) of the GDPR regarding the accuracy of the information, you certify that the information you provided us are accurate and you accept to hold Prodie Santé free from any claim arising out or in connection with the false statements of the information.
- The information indirectly collected on the services that you use and the way they are used through cookies <https://www.prodiesante.com/cookies-en/> , in compliance with our Cookies policy.

Recipient and Transfer

Your data is only and exclusively used by Prodie Santé and is not rent or sold to third parties without your prior approval, except for legal or judicial purposes.

In the management of our activity and to be able to assist you with our services, we may have to share your data with our Client-Recruiters whenever required and needed for placement and recruitment purposes.

Your personal information may be shared with your partner companies that carry out services on our behalf (as sub-contractor), which can contact you directly so as to propose job offers matching with your profile. Some of these partner companies are outside the European Union. Therefore we have implemented strict measures for safety purposes. As such, a data processing agreement has been signed with these partner companies to ensure your personal information is processed in accordance with the GDPR.

Data security

The safety of your personal data is a priority to us. Because we are aware of the existing risks, we have implemented an internal advanced safety system to protect the personal data that we process.

We use high-end technologies to avoid any unauthorized access, modification, deletion or transmission of data and we have implemented organizational, technical and physical safety measures to protect your personal data.

Although we do our best to protect your personal information, the transmission of information via the internet is not completely secure and we cannot guarantee the security of your personal information transmitted.

Your rights

You have the right to withdraw your consent to our processing of your information by sending an email at contact@prodiesante.com.



In compliance with the GDPR dated April 27, 2016, you have the right to access and obtain a copy of your information, correct, change, delete your personal information by email with subject « Data protection ».

At any time, you can freely exercise such rights by sending an email at contact@prodiesante.com. We might refuse to modify some of your information if such modification would be against the enforceable law.

At any time, you can unsubscribe from commercial communications by indicating in the subject of the email « Cancellation of commercial communications ».

Prodie Santé will handle your request regarding your rights in a one month delay from the reception of the request. If needed, this period can be extended to two months depending on the complexity of the request. We will inform you if a delay is needed within one month from the reception of the request, indicating the reasons for the delay.

If Prodie Santé refuses to accept your request, you will be informed of the reasons of the refusal in no delay and no later than one month from the reception of the request. Prodie Santé will then inform you of the possibility to file a complaint before the competent control authority.

If you have exercised one of the rights above mentioned and Prodie Santé did not answer within the delay or did not provided you with a satisfying answer, you can contact the data protection control authority of your place of residence.

Privacy Policy changes

From time to time, we may amend or update our policy. If the changes are important, we'll let you know by posting the changes on the website or sending you an email. In any case, we encourage you to check back regularly and review any updates regarding the processing of your personal data.

Contact

If you have any questions regarding our Data protection policy you can send us an email at contact@prodiesante.com.

Last update: 30th July 2018