

Legal Information JobisJob



Valid until November 2024

Website owner: Adevinta Spain, S.L.U.

Owner of the websites:

jobisjob.com.ar, jobisjob.com.au, jobisjob.at, jobisjob.com.br, jobisjob.ca, jobisjob.cl, jobisjob.com.co, jobisjob.com.ec, jobisjob.fr, jobisjob.de, jobisjob.com.gt, jobisjob.com.hk, jobisjob.co.in, jobisjob.ie, jobisjob.it, jobisjob.com.mx, jobisjob.nl, jobisjob.com.pe, jobisjob.com.ph, jobisjob.pl, jobisjob.pt, jobisjob.co.za, jobisjob.es, jobisjob.ch, jobisjob.co.uk, jobisjob.com, jobisjob.com.uy, jobisjob.co.ve

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Tel. + 34 935 76 55 00

info(at)jobisjob(dot)com

N.I.F/VAT: ES B-83411652

Entered in the Commercial Register of Madrid, T. 33.640, F.222, H. M-310556

2. GENERAL CONDITIONS OF USE OF THE JOBISJOB WEBSITE AND USER INFORMATION

2.1. Introduction

JobisJob is part of Adevinta Spain, S.L.U. (hereinafter, JobisJob). Access and use of the JobisJob website are completely voluntary and confer the status of user to those who carry out this action. The Use of the website signifies full acceptance of the legal conditions, the "Data protection policy" and the "Additional legal conditions" published when the user accesses the site. JobisJob also informs users that these legal conditions may be modified without prior notice. Therefore users should carefully read the conditions every time they enter the website, as the conditions may have changed. The user may access, print, download and save the General Conditions of Use at any time. These Conditions shall be permanently available on the website via the LEGAL CONDITIONS link. JobisJob reserves the right without prior notice to modify the content of the legal text and the Data protection policy and therefore recommends the user to read the legal text and the Data protection policy each time he accesses and uses the JobisJob website. JobisJob reserves the right to modify - without prior notice - the design, layout and/or configuration of the website, and any or all of the services offered, and reserves the right to add new services. JobisJob reserves the right at any time and without prior notice to deny access to users who fail to comply with any of the general or specific conditions that apply.

2.2. Object

The present legal text regulates the access and usage of the JobisJob website.

The purpose of this portal is to give users direct access to job offers published on other websites.

In this sense, JobisJob makes the services of this website available for internet users. Users who register by filling out the website application form shall be offered the following services:

- A search engine and directory of job offers by category and location.
- A directory of the job offers that are most popular with users.
- The creation of a personal account where recently searched and read jobs can be saved, and where jobs can be blocked permanently.
- A permanent list of the latest searches carried out by the user that can be accessed from any computer.
- Subscription to and distribution of alerts containing recently published job offers.
- Publication of job offers and direct contact with the persons interested in these job offers.

JobisJob will only share data and/or information provided by users with other users if the data and/or information are not in breach of the law or the General Conditions of Use described herein. JobisJob may eliminate content from the site without prior notice. The user accepts that it is not technically possible for the JobisJob website to be available 100% of the time. Nonetheless JobisJob shall endeavour to maintain constant availability. The website's services may be subject to brief anomalies or temporary suspension, especially due to maintenance, security and capacity issues, as well as for motives beyond JobisJob's control (for example: public communication network anomalies, power cuts, etc.)

2.3. User obligations as regards the Site

The user agrees to use the site and its functions diligently, in complete compliance with the Law on good practice and the General and Specific Conditions of Use, as the case may be. The user also agrees to respect other users. Users are expressly prohibited from using the website for any purpose other than that for which it was created.

The user agrees to comply with the applicable laws and third party rights as regards use of the website content and services. Users may not copy, distribute, transmit, adapt or modify the content of the website (text, designs, graphics, information, databases, sound and/or image files, logos, etc.) or any other element of the website, in any way, without prior authorisation from the legitimate owner, or unless permitted by law.

The user is specifically prohibited from: using abusive or defamatory content, regardless

of whether it affects other users, individuals or companies, using pornographic content or content that violates child protection laws, or advertising, offering or distributing pornographic products or products that breach child protection laws, disturb other users (especially via spam), use legally protected content (e.g. by legislation governing intellectual property, trademarks, patents, utility models or aesthetic designs) without rights to the aforementioned, advertising, offering and distributing legally protected goods and services, and carrying out or promoting activities that infringe free competition, including those designed to progressively secure customers (chain, snowball and pyramid systems).

Users are prohibited from carrying out the following actions:

- Using website mechanisms, software and script.
- Blocking, overwriting, modifying, or copying, unless essential to the website's operations. For example: the act of copying via "Robot/Crawler" search-engine technology is not necessary for the correct use of the website and is expressly prohibited.
- Distribute and publicly reproduce content from the JobisJob website or from other users, without prior authorisation.
- Any action likely to damage the JobisJob infrastructure, especially overloading.
- Using any material or information from the website, for illegal purposes, expressly prohibited in the General Conditions of Use or in the specific conditions, as the case may be. Using any material or information that damages the rights and interests of JobisJob, its members and/or third parties. Users shall be liable for any breach or contravention of these obligations (including introducing or distributing computer viruses) and/or damaging, rendering useless, overloading, harming or impeding the normal use of the material and information on the website, in the information systems and documents, files and content stored in JobisJob's IT systems (hacking), or those of its members or other users.

Certain functions do not require users to subscribe or register in advance. Nonetheless, JobisJob shall make the use of certain services conditional upon the prior completion of a relevant user form, and shall select the identifier and password, which the user will agree to protect and use with due diligence. Use of the password is personal and non transferable. It may not be transmitted - even temporarily - to third parties. The user must adopt adequate measures to protect his or her password, to prevent it from being used by third parties. The user is responsible for the use of his or her password, with complete indemnity on the part of JobisJob. If the user knows or suspects third parties are using his or her password, the user must inform JobisJob immediately. Users must register by means of specific forms for specific services.

All information the user provides must be true. The user guarantees the authenticity of the data entered in the forms, governing the use of the website's functions. Likewise the user is responsible for updating all information provided to JobisJob reflecting the user's real status. The user is responsible for false or inaccurate declarations, as well as damages caused to JobisJob and third parties deriving from said

information.

In conformance with JobisJob's anti-spamming policy, the user is obliged to refrain from using and capturing data from other users that he or she accesses via information and services contained on the website, for promotional or advertising purposes, and refrain from sending commercial correspondence of any kind, via any medium, which is unsolicited, and without prior consent from JobisJob and/or those affected.

The user is aware of and voluntarily accepts full and exclusive responsibility for all use of the website's services.

The user shall accept responsibility for damages of any kind caused to JobisJob as a consequence of non compliance with any of the obligations to which he or she is subject by virtue of these "General Conditions of Use" or by virtue of the law governing the Use of the Service.

2.4. Content provided by JobisJob users

Every user that provides content to the JobisJob website states he or she is the legitimate owner of the intellectual property rights to the content, which govern reproduction, distribution and public communication by any electronic medium, mainly Internet and email, in the whole world, without time restraints. JobisJob does not permit content that damages the quality of the service.

The following content is prohibited:

- That which is allegedly illegal based on national, community and international directives, or which performs allegedly illegal activities or is in breach of the principles of good faith.
- That which may damage the good name and reputation of JobisJob.
- That which does not satisfy the quality parameters established by JobisJob.
- Content that is deceptive, of doubtful efficacy, or with the potential to damage individuals.
- That which supports or justifies racism, violence and hate.
- That which opposes basic human rights, aims at users' weaknesses, lacks online courtesy, upsets, or generates negative opinions among users and third parties. Including but not limited to: the legal rights of third parties; content that supports or promotes the creation, maintenance or development of pornography-related business, obscene material or erotic listings; content related to clairvoyance, tarot, occultism and any other related content; and in general any content that JobisJob considers inappropriate for users and especially, for minors.
- And in general that which is in breach of the principles of legality, honour, responsibility, protection of human dignity, protection of minors, protection of public order, protection of private life, protection of the consumer, and protection of intellectual property rights.

JobisJob will determine whether certain content falls into the afore mentioned categories on the basis of good faith and/or requests by third parties and/or institutions.

Non-compliance with these norms could lead to the immediate cancellation of the user's

account and the destruction of all user-related content, without the option to recover said content. Nonetheless, JobisJob cannot control each and every piece of content published and therefore cannot assume responsibility for all content.

However, JobisJob shall carry out regular checks on inserted and published content to ensure compliance with JobisJob's principles of quality, as well as the norms described herein. Moreover, JobisJob reserves the right to withdraw all content from JobisJob that it deems inappropriate and that does not comply with the characteristics and aims of the website. If you notice any inappropriate content on the website please contact our customer service department at: info(at)JobisJob(dot)com and/or telephone +34 935 76 55 00. Users are responsible for obtaining all types of authorisations, permits and licences required to use or publish content.

Any user that adds content that is in breach of the legislation then in force shall assume full responsibility for the damages and consequences of their actions, relieving JobisJob of all responsibility.

2.5. Publication of job offers by Advertisers

- Advertisers of job offers are considered users of the Website. Therefore, user obligations also apply to them. Likewise, the relationship between Jobisjob and advertisers shall be governed also by the provisions of this section.
- Each new or re-edited submitted advert will normally be displayed in the Website within a few hours of posting. Adverts are subject to JobisJob quality processes at any time and could be rejected if they do not meet JobisJob quality requirements. Adverts remain valid for 30 days after having been posted.
- Live adverts may be edited by advertisers or deleted at any time but they will be automatically deleted at the end of the 1 month period. Note: if adverts are changed or re-edited after the submission they may be reviewed again by us and any time taken by us for this process is not added onto the 1 month period.
- Every effort is made to ensure adverts are displayed correctly, however JobisJob does not accept responsibility for any errors, omissions or any direct or consequential losses that may occur.
- All vacancy adverts must be freely available to JobisJob and must be for genuine job vacancies. JobisJob does not accept party-plan, pyramid schemes or positions that require a monetary investment by the job seeker, some work from home jobs, barter or volunteer positions etc.
- If the job offers advertisers publish have expired but advertisers have not deleted them, JobisJob will redirect the traffic coming from search engines to the results page that displays the most similar job offers available at that point in time.
- Advertisers who wish to terminate its relationship with JobisJob may do so at any time. To that effect, advertisers have to delete the job offers and their employer account or send JobisJob an e-mail to info(at)JobisJob(dot)com

- The responsibility for the content of job adverts is exclusively attributable to Advertisers (irrespective of the quality exam process performed by Jobisjob). Likewise, if personal data is made public on such job adverts, Advertisers guarantee that they have the authorisations to publish such data in the Website and to make it functional according to the purposes of the Website.
- JobisJob reserves the right to terminate its relationship with a particular advertiser at any time with or without notice or reason.

2.6. Posting Service Conditions

JobisJob offers its users registered as employers/advertisers the possibility of posting their job offers.

To that end, according to what is set forth in the regulations in force that are applicable, JobisJob informs its users about the following issues:

- Payment method: PayPal (most common credit cards are allowed in PayPal)
- The pack will remain in force for 6 months after the purchase.
- Each job offer will be online during 30 days.
- The prices include all the applicable taxes.

2.7. No licence

JobisJob authorises the use of intellectual property rights over the software that facilitates the website's services and functions, in accordance with the Conditions herein. JobisJob does not grant any other licence or authorisation to intellectual property rights or any other property or right related to the website's functions. Users can send in suggestions and proposals to improve the information, activities and/or functions provided by and/or available on the website, by contacting the JobisJob Customer Service.

2.8. Exclusion of guarantees and liability

Not including the specific situations described in the website's Legal Conditions and legal framework, JobisJob shall not be liable for damage of any kind caused by inaccurate or non specific information or by information that is not up to date; nor shall it be responsible for damage caused by errors or omissions of the information and services contained in the website, or other content accessed via the site; nor shall it be liable for verification or supervision of content and information. Moreover JobisJob does not guarantee ongoing availability and operability of the website, nor infallibility, and

therefore excludes insofar as permitted by law, any liability for damages caused by a lack of availability or continuity in the site's operations and services, or errors accessing other websites or websites that provide said services. JobisJob excludes any liability for damages resulting from services provided by third parties via the website and media employed to manage service requests, including but not limited to: acts of unfair competition and illegal advertising via the provision of services via the website; information that is false, inaccurate, non specific, imperfect, defective, irrelevant and/or out of date; and content transmitted, distributed, stored, received, obtained, made available or accessible via the services provided by third parties via this website. JobisJob guarantees the user the right to de-register from the website, in a simple and effective manner, and to stop receiving messages from the website. JobisJob cannot guarantee that users who gain access to the user's email via the contact details in his or her site will not contact said user again.

2.9. Personal data

JobisJob states that it will handle all personal data provided by users in accordance with the terms of the Protection of Personal Data Policy of the JobisJob website, which can be found in the legal conditions of this website. The user accepts that the content he or she enters will be available and accessible via Internet search engines. Users guarantee that the Personal Data provided is true, exact, up to date, and authentic, and they agree to maintain the aforementioned information up to date at all times.

2.10. Security measures

Given that Internet security measures are not impregnable when it comes to privacy and security, JobisJob does not guarantee that authorised and unauthorised third parties are not aware of the conditions, characteristics and circumstances of the website's operations, and that they cannot access, intercept, delete, alter, modify or manipulate messages, communications and content of any kind, which users distribute or communicate to third parties via the website.

2.11. Links to third party pages

JobisJob's content includes links to sites belonging to and/or managed by third parties, in order to facilitate access to information available via Internet. JobisJob does not accept liability for links between the content of the website and content external to the website, or any other mention of content external to the website. Thus, links and mentions exist for informational purposes only, and in no way signify support, approval, sale or any relation between JobisJob and the individuals or entities who have created and/or manage said content or own the websites on which they are found.

2.12. Applicable Law and Jurisdiction

These Legal Conditions and the rest of the website's conditions are governed by Spanish law. As regards issues that arise in relation to the provision of services and content on JobisJob, and the interpretation, application, compliance and non compliance with information contained herein, JobisJob and the user, expressly renounce any right to submit to jurisdictions other than the Courts of Barcelona.

3. INTELLECTUAL PROPERTY RIGHTS

© Adevinta Spain S.L.U.- All rights

All operating rights are reserved.

This website is governed by Spanish law and is protected by national and international legislation on intellectual property. The texts, designs, images, databases, logos, layout, trademarks and other elements of the website belong to JobisJob or third parties who have given JobisJob the operating rights over the intellectual property rights in the context of the services provided via this website. These rights are protected by the laws and international treaties on intellectual property. Any reproduction, transmission, adaptation, translation, modification, communication or use of all or some of the website content, in any way or form, electronic, mechanical, or otherwise, is strictly prohibited unless it is subject to prior written authorisation from JobisJob or the third party owner of the rights. Any infraction of these rights could lead to extrajudicial or civil or criminal legal proceedings. Any text, design, image, database, logo, layout, trademark or other third party industrial property right included in the website does not imply transfer of ownership of rights to JobisJob. The user is responsible for the legitimacy of the intellectual property rights to the content he or she uses. To protect intellectual property rights, any user or third party who considers that his or her legitimate rights have been breached by specific content on the website, should inform JobisJob, in writing to Adevinta Spain, Calle Hernani nº 59, 1ª, 28020 Madrid.

- The details identifying the owner of the rights that have been breached and, in the event of the interested party being represented by a third party, the details of the representative.
- Indicate the content protected by the specific intellectual property right and the location of the content on the website.
- Proof of the existence, ownership and validity of the intellectual property right.
- Statement in which the interested party accepts liability for the truth of the details and information provided in the notification described herein.

4. DATA PROTECTION POLICY

4.1. Information rights

The data protection policy governs access and use of the website services, (hereafter “JobisJob”) which JobisJob, which contact details are set forth on top of this Legal condition, makes available to Internet users interested in the site’s services and content (hereafter “users”). In accordance with the General Data Protection Regulation (GDPR), Adevinta Spain, as owner of the Website, informs the user that Jobisjob obtains, uses, stores and processes personal data relating to users for the purposes of rendering the services set forth in section 2.2 above. Such data refers to name, surname and email address, as well as contact details contained in job offers posted by advertisers. JobisJob fully complies with the legislation in force as regards personal data protection and with the confidentiality agreements concerning its activity. If the user decides to register with JobisJob he or she shall be asked to provide data that is strictly necessary for the website to function according to its purpose, which is, basically, to facilitate communication between job advertisers and job seekers, and to inform users of job advertisers’ characteristics and reputation among other users. For this reason users are required to fill out a form that includes their personal details. This data shall be used strictly for website functions, within the established regulatory framework. The legitimacy for such data processes is the user consent, which shall be withheld at any time as stated below. JobisJob shall keep the personal data provided by users while the user is interested in Jobisjob services.

4.2. Purpose

JobisJob collects information concerning users who register via the web form available on the JobisJob website for the following reasons:

- Creation of a personal account where recently searched and read jobs can be saved, and jobs can be blocked permanently.
- A permanent list of the latest searches carried out by the user that can be accessed from any computer.
- Subscription and distribution of alerts containing recently published job offers.
- Publication of job offers and direct contact with the persons interested in these job offers.
- Offering training related to the job searches the user has carried out.

4.3. Compulsory or optional nature of the information provided by the user and reliability of the information

The user must complete the fields marked with (*) in the registration form so that JobisJob can process the form. All other fields are voluntary. The user guarantees that the personal information provided is true and agrees to inform JobisJob of any changes to the same.

The user guarantees that the personal information provided is exact and up to date and reflects the user's current status. The user is responsible for keeping his or her information up to date at all times. The user is responsible for any mistake or error in the data provided, and shall be liable for any damage deriving from said errors, as regards JobisJob or third parties, by virtue of using JobisJob's services.

4.4. User Consent

The transfer of personal data via JobisJob's electronic form or via email, signifies the sender's consent to the processing of his or her details by means of the JobisJob website medium, functions and products, as well as receiving electronic correspondence containing information relating to JobisJob and its initiatives. All users accept that personal data may be transferred to third parties as a consequence of the site's operations. For these purposes references to third parties mean "users or entities that wish to contact the user". Third parties may be located abroad in third countries. Therefore, users expressly accept and authorise the transfer of their data to third countries where other users may be located. All users who register (both job advertisers and job seekers) are aware and therefore expressly accept that data concerning them will be published and visible on the JobisJob website and Internet search engines.

4.5. Information provided by minors

Persons of an age over fourteen may register at JobisJob.com as users without prior consent from their parents or guardians.

Minors under 14 cannot register to use JobisJob without prior consent from their parents or guardians.

Under no circumstances will JobisJob collect data on the professional, economic or private situation of a minor or any of his family members without prior consent.

If you are under 14 and have entered the site without notifying your parents you cannot register as a user.

4.6. Electronic communication

JobisJob offers the user the free of charge service of job alerts that JobisJob sends to the electronic address of the user who subscribes to the service making use of the email alert subscription form. JobisJob has established two mechanisms by which users can

reject said services, simply and at zero cost. To do so the user must enter the Configuration menu, select Notifications and de-activate the relevant sending options in the Email section. Users can also de-activate this service by following the instructions at the bottom of the email.

4.7. Security

JobisJob informs users that it has adopted the technical and organisational measures laid down by law, to protect their personal data and to prevent it from being altered, lost, handled or accessed without authorisation, bearing in mind the status of the technology, nature of the data saved and the risks to which it is exposed, in accordance with 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, and repealing Directive 95/46/EC (General Data Protection Regulation).

4.8. Cookies settings

JobisJob sets its cookies to make the user's navigation experience as pleasant as possible. By using cookies JobisJob can be sure to be offering users the content that most interests them.

What are cookies?

A cookie is a small file downloaded on to the computer, Smartphone or tablet of the user. This file is used to gather information about the user's navigation or the user's computer. Cookies keep track of the user's session, improve the loading time of the website and avoid showing information the user already knows, etc.

JobisJob cookies

The cookies used in JobisJob to offer users the best service possible are:

- **Strictly necessary cookies:** these cookies are essential for the running of the services users expect to get, and to avoid showing certain informational layers that users have chosen to hide. Without these cookies both the contents and services offered in JobisJob would not function properly and the user experience would suffer from it.
- **Analytical cookies:** these cookies are used by us or by third parties to monitor the performance of the user and to analyse user behaviour patterns, the number of visitors, visited pages or sections, navigation time, data of used browsers, visited website and information related to the navigation itself.

- The aim behind using these cookies is to improve user experience on the web in terms of the source through which they access the portal and to create statistical reports on website traffic, total audience and audience in a particular advertising campaign. To create reports based on general patterns of the website visitors.
We inform you that the third parties that could have access to this information are Google Analytics (<http://www.google.com/intl/en/policies/technologies/cookies>) and Score Card Research (Full Circle studies, Inc) (<http://www.scorecardresearch.com/privacy.aspx>) , without detriment to other companies. You can consult the privacy policy on cookies of these companies by clicking on the links above.
We obtain third party audience aggregated data (such as age, gender, and interests) through Google Analytics.
- Advertising cookies: Advertising cookies: these cookies are treated by us or by third parties in accordance with the law. They allow us to manage, in the most effective way possible, the advertising spaces offered on the web, the tailoring of the content of the requested service or the use that is made of our website. As a result, we can analyse the user's browsing habits on the Internet and we can show them the advertisements that best fit their interests. Besides, they are needed to manage advertising campaigns by following different patterns such as the number of times an advertisement is seen, or to improve and manage the exposure to advertisements by avoiding those the user has already seen.
- We use Remarketing technology with Google Analytics to advertise online.
- Third-party vendors, including Google, may show our ads on sites across the Internet.
Ourselves and third-party vendors, including Google, use first-party cookies (such as the Google Analytics cookies) and third-party cookies (such as the DoubleClick cookie) together to inform, to optimize, to report how our ad impressions, other uses of ad services, interactions with these ad impressions and ad services are related to visits to our site and serve ads based on someone's past visits to our website.
- We inform you that the third party that could access this information is DoubleClick.net (<http://www.google.com/doubleclick>) without detriment to other companies. If you would like to consult this company's privacy and cookie policy you can access their conditions through the above link.
- Behavioural cookies: these cookies manage advertising campaigns following the specific user's profile.

If strictly analytical cookies, advertising cookies and behavioural cookies are not enabled your user experience will not be affected. However, successful advertisements that help JobisJob bring in income will be, as well as our capability to offer free services and contents.

Facebook Information Collection and Use

Through our use of Facebook products and services, including but not limited to Facebook Connect and Facebook Platform, we may receive personally identifiable information about yourself such as name, profile picture, education information, work information, fan pages, networks, current location, friends, and similar personally identifiable information about your friends who are registered on Facebook ("Friends"). We may use this information so that we can customize and improve the services that we may provide to you.

By visiting our Site, information that we receive from Facebook about you and your Friends may appear on our Site. In addition, if a user visits our Site and you are listed as a Friend of that user on Facebook, your information may also appear on our Site.

We will comply with the policies and terms of Facebook's Statement of Rights and Responsibilities as stated here: <http://www.facebook.com/terms.php>.

We will not share any of your information that we receive from Facebook with External web Sites. However, as we cannot control the data that you choose to share with External web Sites, nor can we control how External web Sites choose to use the data available to them, we advise you to review the terms and policies of any External web Site that you visit. If you wish to opt out of sharing your Facebook information with us, you must update your Facebook privacy options on your Facebook Privacy Settings page here: www.facebook.com/privacy/ or you can deactivate Facebook features on JobisJob. We encourage you to review the following information about Facebook's Privacy Policy and Statement of Rights and Responsibilities.

- A guide to privacy on Facebook: www.facebook.com/privacy/explanation.php
- Facebook's Privacy Policy: www.facebook.com/policy.php
- Facebook's Statement of Rights and Responsibilities: www.facebook.com/terms.php

LinkedIn

Through our use of LinkedIn products and services or your sign in through your LinkedIn account, including but not limited to LinkedIn Connect and LinkedIn Platform, we may receive personally identifiable information about yourself such as name, profile picture, education information, work information, fan pages, networks, current location, friends, and similar personally identifiable information about your contacts who are registered on LinkedIn ("Contacts"). We may use this information so that we can customize and improve the services that we may provide to you.

By visiting our Site, information that we receive from LinkedIn about you and your Contacts may appear on our Site. In addition, if a user visits our Site and you are listed as a Contact of that user on LinkedIn, your information may also appear on our Site.

We will comply with the policies and terms of LinkedIn Privacy Policy as stated here: <https://www.linkedin.com/legal/privacy-policy>.

We do not share information received from LinkedIn with External web Sites. However, as we cannot control the data that you choose to share with External web Sites, nor can we control how External web Sites choose to use the data available to them, we advise you to review the terms and policies of any External web Site that you visit. If you wish to opt out of sharing your LinkedIn information with us, you must update your LinkedIn privacy options on your LinkedIn Privacy Settings page or you can deactivate LinkedIn features on JobisJob. We encourage you to review the following information about LinkedIn's Privacy Policy: <https://www.linkedin.com/legal/privacy-policy>

Information obtained by JobisJob thanks to the use of these cookies (related to the users' computer) may be combined with users' personal data as long as they are registered in JobisJob.

Disabling Cookies

Users can modify their cookie settings by clicking on the [Cookie settings](#) link of the footer.

Users can disable and/or eliminate cookies by following their Internet browser instructions; however such action may considerably reduce the user's ability to use the site and may be incompatible with their needs.

Users can also choose at any time which cookies they want to enable on the website through their browser settings:

- Chrome, from <https://support.google.com/chrome/answer/95647?hl=en>
- Explorer, from <http://windows.microsoft.com/en-us/windows7/how-to-manage-cookies-in-internet-explorer-9>
- Firefox, from <http://support.mozilla.org/en-US/kb/enable-and-disable-cookies-website-preferences>
- Safari, from <http://support.apple.com/kb/ph5042>

External alternatives

- 'Opt-out' cookies: The use of these systems may install on your computer a 'rejection' cookie to make your deactivation request work.
- Other third party tools available on other websites: these enable users to detect all cookies from each website they visit and manage their deactivation.
- Available opt-outs for Google Analytics': <https://tools.google.com/dlpage/gaoptout/>

JobisJob is not responsible for the contents and accuracy of third parties' privacy included in this cookies policy. If you have any question or concern about it, please send JobisJob an email to info@JobisJob.com

4.9. Users Right

Users have rights in relation to the way we (Jobisjob) handle their personal data. These include the following rights:

- where the legal basis of our processing is consent, to withdraw that consent at any time;
- to ask for access to the personal data that we hold;
- to ask us to erase personal data (when we do not have a legal basis to keep such personal data)
- to ask us to rectify inaccurate data or to complete incomplete data;
- to restrict processing in specific circumstances;
- to make a complaint to the Data Protection authorities; and
- to ask for the portability of their personal data, and therefore to have such personal data in a structured, commonly used and machine readable format.

Users can exercise these rights via the website's configuration menu. If users experience problems exercising their online rights or if they have doubts or questions as to our policy of data protection, they can contact us directly at:

*Adevinta Spain, S.L.U.
Calle Hernani, 59, 1^a, 28020 Madrid*

Or by email, writing to: [info\(at\)JobisJob\(dot\)com](mailto:info(at)JobisJob(dot)com) stating the subject of the communication.

The user is guaranteed the right to de-register from JobisJob simply and efficiently, and may decide to stop receiving messages from the website. However, JobisJob cannot guarantee that users who have already obtained their email address via contact details on the website will not contact them again.

4.10. Modification of the Data Protection Policy

JobisJob reserves the right to modify this policy to adapt it to future legislative or case law developments.

4.11. Applicable law

The Data Protection Policy and the rest of the Legal Conditions concerning the website are governed by Spanish law.

5. DIGITAL SERVICES (DSA) REGULATION

Digital Services Act (DSA) Regulation (EU) 2022/2065

JobisJob is required, under Article 24 of Regulation (EU) 2022/2065 (Digital Services Act), to publish information on its average monthly users.

Between 1 July 2023 and 31 December 2023, the average number of monthly users of the JobisJob service was 114K (on EU country websites). Source: Similarweb (web data)

Please note that monthly user data are generated using external vendor tracking tools. We can't rule out the possibility that the methodology used might count users twice, and therefore, that said methodology be changed in the future.

Methodology used by Similarweb:

KPI equivalent for Active Recipients: Unique visitors (Deduplicated audience)

<https://support.similarweb.com/hc/en-us/articles/4558942036113#UUID-b61ba041-2c6b-3534-22c8-f0322200b309>

<https://support.similarweb.com/hc/en-us/articles/360005009398-Deduplicated-Audience>

Definition:

A user coming to the website, either once or several times, is considered a unique visitor to this domain. Unique visits is the primary metric used to assess the actual reach of a website. These metrics are estimated in terms of both daily and monthly granularity.

Calculation:

Using a unique ID per device through the Similarweb network of contributors. Unlike other traffic analysis tools, Similarweb does not rely on cookies, which are considered unreliable as they can be manually or automatically deleted.

Deduplicated audience:

To estimate the size of deduplicated audiences, Similarweb uses learning and linear regression models to build an algorithm used to estimate the reach of a website's deduplicated monthly visits.

Valid from November 2024

Adevinta Jobs, S.L.U.

Owner of the websites:

jobisjob.de, jobisjob.com.ar, jobisjob.com.au, jobisjob.at, jobisjob.com.br, jobisjob.ca, jobisjob.cl, jobisjob.com.co, jobisjob.com.ec, jobisjob.es, jobisjob.com, jobisjob.com.ph, jobisjob.fr, jobisjob.com.gt, jobisjob.com.hk, jobisjob.co.in, jobisjob.ie, jobisjob.it, jobisjob.com.mx, jobisjob.nl, jobisjob.com.pe, jobisjob.pl, jobisjob.pt, jobisjob.co.uk, jobisjob.co.za, jobisjob.ch, jobisjob.com.uy, jobisjob.co.ve

Calle Hernani, 59, 1^a, 28020 Madrid

Tel. + 34 935 76 55 00

info(at)jobisjob(dot)com

Tax ID (NIF): B-70813365

Registered in M-818888, Volume 46648, Folio 30 of the Madrid Companies Registry.

2. GENERAL CONDITIONS OF USE OF THE PORTAL JobisJob E INFORMATION FOR THE USER

2.1. Preamble

JobisJob forms part of Adevinta Jobs, S.L.U ("JOBISJOB"). Access to and/or use of the JobisJob website is totally voluntary and confers on the person accessing or using it the status of user. By accessing or using the website, users unreservedly accept these "General Conditions of Use" and the "Privacy Policy", as well as any "Special Conditions" that may supplement, replace or amend those two texts in any respect concerning the portal's services and contents. Therefore, the user must carefully read both texts before accessing and using any of the website's services at his/her own risk. The user may access, print, download and save the General Conditions of Use and the other legal texts at any time. Those Conditions will be permanently accessible on the website via the JobisJob Legal Conditions link. JobisJob reserves the right to change, without prior notice, the content of the General Conditions of Use and the Privacy Policy. Hence, the user is recommended to read those Conditions and that Policy every time he/she accesses or uses the JobisJob portal. Furthermore, JobisJob reserves the right to change without prior notice the design, presentation and/or configuration of this website, as well as some or all of the services, and to add new services. In any event, at any time and without prior notice, JobisJob reserves the right to deny access to this site to users who breach any of the general or special conditions that may apply to them.

2.2. Purpose

These General Conditions of Use govern access and use of the JobisJob portal.

The purpose of this portal is to provide users with direct access to job offers published on other portals. Hence, JobisJob makes the website available to internet

users interested in those services. The following services are offered to the user registering via the website registration form:

- A search engine and directory of job offers organised by category and location.
- A directory with the job offers most sought after by the users.
- The creation of a personal account where the user may save the jobs sought by him/her, see the latest jobs visited, and permanently block jobs.
- A log of the latest job offers sought by the user which will be permanently stored and may be accessible from any computer.
- Subscription to recently published job offer alerts.
- Publication of job offers and direct contact with people interested in the job offer.

JobisJob will only provide other users with the data and/or information provided by the user, when this data and/or information does not breach legal provisions or these General Conditions of Use. JobisJob may remove content from the website that breaches the Legal Conditions, the legislation in force and good practice, without prior notice. The user acknowledges that technically it is impossible to guarantee that the JobisJob website will be available 100%. However, JobisJob will strive to keep the website available as constantly as possible. The JobisJob website services may be afflicted by temporary faults or suspensions, specifically for maintenance, security or capacity reasons, or for reasons beyond the control of JobisJob (e.g. public communication network faults, power cuts).

2.3. Obligations of the users in the portal

The user undertakes to make diligent use of the website and the services accessible from it, in full compliance with the Law, good practice, these General Conditions of Use and any Special Conditions there may be, and to treat other users with due respect. The user is expressly prohibited from making any use of this portal other than its purpose. The user undertakes to respect applicable laws and the rights of third parties when using the website's contents and services. Furthermore, the reproduction, distribution, transmission, adaptation or modification, by any means and in any form, of the website's contents (texts, designs, graphics, information, databases, sound and/or image files, logos, etc.) and other elements of this website is prohibited, unless with the prior permission of their lawful owners or when permitted by law. Specifically, the user will be prohibited from: using insulting or false malicious content, regardless of whether that content affects other users, persons or companies; using pornographic content or content that infringes child protection laws; advertising, offering or distributing pornographic products or products that infringe child protection laws; annoying other users (especially through spam); using legally protected content (e.g., protected by legislation relating to intellectual property, trademarks, patents, utility models or aesthetic models) without having the right to do so; advertising, offering or distributing legally protected goods or services, or conducting or promoting actions harmful to free competition, including actions aimed at the gradual attraction of customers (such as chain letters, snowball systems or pyramid schemes).

The user is prohibited from performing the following actions:

- Using mechanisms, software or scripts in relation to the use of the website.
- Blocking, overwriting, modifying or copying, unless essential to the proper use of the services of the websites. For example, copying using the "Robot/Crawler" type of search engine technology is not essential to the proper use of the services of the Website, so it is expressly prohibited.
- Disseminating and publicly reproducing contents of the JobisJob website or of other users, without prior permission.
- Performing any action capable of impairing the functionality of the JobisJob infrastructure, especially overloading it.
- Using any materials and information contained in this website for illegal purposes expressly prohibited in these General Conditions of Use, as well as any special conditions that may be authorised, which are detrimental to the rights and interests of JobisJob, its members and/or third parties. The Candidate will be liable to JobisJob, its members and/or third parties in the event of breaching those obligations and/or in any way destroying, rendering useless, overloading, damaging or impeding (including through the introduction or dissemination of "computer viruses") the normal use of the materials and information contained in the website, information systems or documents, files and any content stored on any computer equipment (hacking) of JobisJob, its members or any user.

In general, the provision of the services does not require the prior subscription or registration of the users. However, JobisJob makes the use of some services conditional on the prior completion of the corresponding registration by the user, involving the selection by the user of the identifier (ID or login) and password that he/she agrees to keep and use with due diligence. The use of the password is personal and non-transferable: it may not be transferred to third parties, even temporarily. Hence, the user must take the necessary measures to keep the password selected by him/her safe, and to prevent the password being used by third parties. Therefore, the user is solely liable for any use that may be made of his/her password, holding JobisJob harmless against any liability. If the user knows or suspects that his/her password is being used by third parties, he/she must report that circumstance to JobisJob as soon as possible. The aforementioned registration will be conducted in the form expressly stated in the service itself.

All information provided by the user to JobisJob must be truthful and accurate. Hence, the user guarantees that all the data he/she transfers to the portal is authentic and that the user is entitled to provide it. Furthermore, the user will be responsible for keeping all the information provided to JobisJob permanently updated so that it always matches the actual state of the information. In any event, the User will be solely liable for any false or inaccurate statements made and the damages caused to JobisJob or third parties by the information it provides. Under the JobisJob anti-spam policy, the user is bound to refrain from using and collecting data based on the data of other users which may be accessed through the information and services contained in the web portal for the performance of promotional or advertising activities or the sending of commercial communications of

any kind through any format neither requested nor previously agreed by JobisJob and/or the data subjects. The user is aware and willingly agrees that in all cases, he/she uses the service at his/her own risk. The user will be liable for damages of any kind that JobisJob may incur because of the breach of any of the obligations to which the User is subject under these "General Conditions of Use" or the legislation concerning the Use of the Service.

2.4. Consent to the publication of content on JobisJob.com

By providing content on the JobisJob portal, the user declares that he/she is the lawful owner of the intellectual and industrial property rights of that content for the purposes of the reproduction, distribution and public dissemination of that content by any electronic means, mainly the internet and email, for everyone for an unlimited time. JobisJob does not permit the insertion of content that may impair the quality of the service. The insertion of content is forbidden that:

- Is allegedly unlawful according to national, EU or international law, engages in activities that are allegedly unlawful or contravenes the principles of good faith.
- May damage the good name and reputation of JobisJob.
- Does not meet the established quality parameters in JobisJob.
- Is misleading, questionable or may cause harm to people.
- Supports or justifies racism, violence and hatred.
- Infringes people's fundamental rights, may seek out the user's weaknesses, breaches internet etiquette, annoys our users or third parties, or may cause them to form negative opinions. Specifically, prohibited content includes but is not limited to: content that breaches any of the legal rights of third parties; content that encourages or promotes the creation, maintenance and promotion of businesses related to pornography, obscene material or management of erotic contact; content related to fortune-telling, tarot, "hidden sciences" or any other related matters; and in general, any content that JobisJob deems unsuitable for users and especially minors.
- It also includes content that in general contravenes the principles of legality, honesty, responsibility, protection of human dignity, protection of minors, protection of public order, protection of privacy, consumer protection and intellectual and industrial property rights.

JobisJob is solely responsible for identifying any such cases based on its better judgement and/or the demands of third parties and/or institutions. Failure to comply with this rule may entail the immediate cancellation of the user's account and the destruction of all the content associated with it, without the possibility of recovery. JobisJob cannot control each and every piece of content published by third parties, so it cannot assume liability for the provided content.

However, items of content entered and published by third parties are regularly reviewed to guarantee that they meet the quality principles of JobisJob and the rules stated herein. Furthermore, JobisJob reserves the right to remove from the website content considered not to match the characteristics and purposes of JobisJob. If you notice any inappropriate content on the website, please contact us through our User

Support: info(at)JobisJob(dot)com and/or telephone number +34 935 76 55 00. Users are solely responsible for obtaining any type of authorisation, permission or licence necessary for the production and publication of any type of content. Any user entering content that infringes the legislation in force will assume exclusive responsibility for the damages arising from it, holding JobisJob harmless against any liability.

2.5. Publish job advertisements

- Advertisers of job offers are considered users of this website. Therefore, the user's obligations also affect them. The relationship between JobisJob and advertisers will also be governed by the provisions of this section.
- All published or edited job offers will be displayed on the JobisJob website within a few hours of publication. All the advertisements may be checked by our team to ensure their quality. Each offer is valid for 30 days.
- Active job offers may be paused or edited by you at any time during the 1-month validity period. They will automatically cease to be public once the 30 days have elapsed. Any changed offer may be checked again by the JobisJob team.
- We strive to ensure that the content of the advertisements is correct. However, JobisJob is not liable for any errors that may occur or the damages that may be caused by such errors.
- All job offers must be accessible to JobisJob and must correspond to a true and actual job offer. JobisJob will not accept pyramid scheme jobs or jobs in which the candidate has to make a financial investment, certain jobs working from home, work exchange or volunteer jobs, or jobs with deferred payments.
- If the published job offers have expired but have not been deleted, JobisJob will redirect traffic from search engines to the results page with the most similar offers we have.
- Advertisers who wish to end the relationship with JobisJob may do so at any time. In this case, advertisers simply delete their job offers and user account, or send JobisJob an email to info(at)JobisJob(dot)com.
- Advertisers are solely liable for the content of the published job offers (notwithstanding the quality of the analysis conducted by JobisJob). Furthermore, if personal data appears in the published offers, advertisers guarantee that they have the necessary permission to publish this data on the Website, and to do so in a function manner under the rules of the Website.
- JobisJob reserves the right to terminate the relationship with a specific advertiser at any time with or without notice.

2.6. No licence

JobisJob authorises the registered user to use the intellectual and industrial property rights related to the software enabling the execution of the features that comprise the different functions, but only to use that software under these Conditions.

JobisJob does not grant any user licence or permit of any kind over its intellectual and industrial property rights or any other property or right related to the functions of this portal. Users may submit suggestions or proposals on the improvement of the

different information, activities and/or functions contained and/or enabled in the portal, by contacting JobisJob user support.

2.7. Exemption of guarantees and liability

Except in those cases expressly described in the Legal Conditions and the rest of the website's regulatory framework, JobisJob is not liable for damages of any kind that may occur due to inaccuracy, incompleteness or outdatedness, as well as errors or omissions afflicting the information and services contained in this website or other content that may be accessed through it. Neither does JobisJob assume any duty or commitment to verify or monitor its contents and information. Furthermore, JobisJob does not guarantee the availability, continuity or infallibility of the operation of the website. Therefore, it rejects, to the maximum extent permitted by the legislation in force, any liability for damages of any kind that may be due to the unavailability or discontinued operation of the website and the services enabled therein, or errors in accessing the different web pages or pages from which services are provided, as appropriate. JobisJob rejects any liability for damages of any kind that may be due to the services provided by third parties through this portal or the means they enable to manage service requests. Specifically, it will not be liable for damages of any kind arising from but not limited to: acts of unfair competition and illicit advertising as a result of the provision of services by third parties through the website; or falsity, inaccuracy, incompleteness, flaws, defects, irrelevance and/or outdatedness of the content transmitted, disseminated, stored, received, obtained, made available or accessible through the services provided by third parties via this website. The user is guaranteed the right to unsubscribe from the portal in a simple and effective way and to stop receiving messages originating from it. JobisJob cannot guarantee that other users who already have the user's email address through their contact details on the site will be able to contact them again in the future.

2.8. Personal data

JobisJob informs users that it will process the personal data provided by them under the Data Protection Policy below. Furthermore, the user expressly agrees that the content entered by him/her may be found and may be accessible through internet search engines. Users guarantee the truthfulness, accuracy, validity and authenticity of the personal data provided, and undertake to keep it duly up to date.

2.9. Security measures

Given that internet security and privacy measures are not impenetrable, JobisJob does not guarantee that third parties, whether authorised or not, could find information about the class, conditions, characteristics and circumstances of the use made by users of the functions, or could access, intercept, delete, alter, modify or manipulate messages, communications and content of any kind disseminated or made available to third parties through those functions.

2.10. Links to third-party sites

JobisJob includes within its content links to sites belonging to and/or managed by third parties in order to facilitate access to information available through the Internet. JobisJob assumes no liability arising from the existence of links between the content of this site and content located elsewhere, or for any other reference to content beyond this site. Those links or references are for guidance purposes only. In no event do they imply any commercial relationship or relationship of any other kind between JobisJob and the persons or entities authoring and/or managing that content, or the owners of the sites where it is found, nor do they imply that JobisJob supports and endorses those persons, entities or owners.

2.11. Applicable Legislation and Jurisdiction

These Legal Conditions and the other conditions of the website will be governed by Spanish legislation. With regard to any disputes that may arise or actions that may be filed arising from the provision of JobisJob services and contents or the interpretation, application, fulfilment or breach of the provisions herein, JobisJob and the user are subject to the jurisdiction of the courts of Barcelona, unless otherwise stated by the legislation.

3. INTELLECTUAL AND INDUSTRIAL PROPERTY RIGHTS

© Adevinta Spain S.L.U.- All exploitation rights reserved.

This website is governed by Spanish law and is protected by national and international intellectual and industrial property legislation. The texts, designs, images, databases, logos, structure, trademarks and other elements of this site owned by JobisJob are protected by the international laws and treaties on intellectual and industrial property. Any reproduction, transmission, adaptation, translation, modification, public dissemination or any other exploitation of all or part of the content of this site owned by JobisJob, conducted in any form or by any means, electronic, mechanical or otherwise, is strictly prohibited unless with the prior written permission of JobisJob or third-party owners. Any infringement of those rights may give rise to the relevant out-of-court or civil or criminal court proceedings. The texts, designs, images, databases, logos, structure, trademarks and other elements of this website are the property of JobisJob and third parties who have transferred the exploitation rights to JobisJob. The presence in the portal of any text, designs, images, databases, logos, structures, trademarks or other third-party industrial properties does not imply the transfer of the ownership of the rights over those properties to JobisJob. The users are solely responsible for the lawfulness of the intellectual or industrial property rights over the contents provided by them. For the purpose of preserving possible intellectual property rights, in the event that any user or third party considers that there has been an infringement of their lawful rights by the introduction of certain content on the website, he/she must report that circumstance in writing to Adevinta Spain, Calle Hernani nº 59, 1ª, 28020 Madrid, stating:

- The personal data identifying the owner of the rights allegedly infringed. If the claim is submitted by a third party other than the data subject, that third party must state the capacity in which he/she acts.

- An indication of the content protected by intellectual property rights and its location on the website.
- Accreditation of the existence, ownership and validity of the aforementioned intellectual property rights.
- Express declaration stating that the data subject is responsible for the veracity of the data and information provided in the notification cited in this point.

4. DATA PROTECTION POLICY

This data protection policy governs access to and use of the services of the website (“JobisJob”) made available by JobisJob (whose contact details are found at the start of these legal conditions) to internet users interested in its services and contents (the “users”). Under the General Data Protection Act (LGPDGDD), as the owner of the website, Adevinta Jobs, S.L.U. informs the user that JobisJob obtains, uses, stores and processes users’ personal data for the purpose of providing the services established in section 2.2. That data comprises first name, surname(s) and email address, as well as contact details contained in the job offers published by advertisers. JobisJob fully complies with the data protection legislation in force and confidentiality obligations appropriate to its activity. If the user decides to register with JobisJob, he/she will be requested to supply the data strictly necessary to achieve the purposes for which our website is designed, i.e., to facilitate communication between advertisers and job seekers, and to inform users about the characteristics and reputation of advertisers, among other users. To this end, users will be required to complete a form and include their personal data. Processing of the data will be focused solely on the achievement of those purposes, always within the established regulatory framework. The legal basis for that data processing is the user’s consent, which may be withdrawn at any time, as stated below. JobisJob will store the personal data provided by users as long as they are interested in the JobisJob services.

4.2. Purpose

The data of the users registered via the form enabled for this purpose on the website is collected by JobisJob for the following purposes:

- The creation of a personal account where the user may save the jobs sought by him/her, see the latest jobs visited, and permanently block jobs. The legal basis will be the execution of a contract.
- A log of the latest job offers sought by the user which will be permanently stored and may be accessible from any computer. The legal basis will be the execution of a contract.
- Subscription to recently published job offer alerts. The legal basis will be your consent.
- Publication of job offers and direct contact with people interested in the job offer. The legal basis will be the execution of a contract.
- Offering to the user training related to the job searches performed. The legal basis will be our legitimate interest.

4.3. Mandatory or optional nature of the information provided by the user and the truthfulness of the data

It is strictly necessary for the user to complete the fields marked with an asterisk (*) in the registration form if his/her request is to be handled. The inclusion of data in the remaining fields is voluntary. The user guarantees that the personal data provided to JobisJob is truthful. The user is also responsible for notifying the company of any change to it. The user guarantees that all the information provided by him/her is accurate and up to date to ensure that it corresponds to the user's current situation. The Candidate is obliged to keep his/her personal data always updated, and the user is solely liable for the inaccuracy or falsity of the data provided and for the damages that it may therefore cause to JobisJob or third parties with regard to the use of the services offered in JobisJob.

4.4. Source of personal data and recipients

From whom will we get your data?

- From Facebook, Google, LinkedIn or any other platform that allows you to configure your account on JobisJob, if you have chosen to register with JobisJob through one such platform.

Who will be the recipients of your data?

Your data may be transferred:

- To undertake our activity and to provide the purchased services, we turn to certain providers, trusted services and partners (e.g., content hosting, instant messaging, notification services, advertising service and software services) that may access our systems in order to provide the services to us or to provide them on our behalf. We inform you that in the relevant cases, JobisJob has signed the relevant processing agreement with each provider. The data processors are contractually bound to protect your personal data with the maximum possible guarantees and will only be able to access that data in order to perform the services purchased by JobisJob. In some cases, those providers and partners are established outside the European Economic Area, which may mean that your data may be transferred internationally. In those cases, we will take suitable measures and adopt appropriate guarantees and/or sign the European Union standard contractual clauses on data transfer approved by the European Commission, ensuring a level of protection equivalent to the European level.
- Furthermore, if necessary, the personal data you provide to us will be available for access to members of our Adevinta Group companies for administrative and support purposes based on existing intra-group agreements.
- We may transfer your personal data to public bodies, police forces, the courts, tax authorities and regulatory bodies whenever it is required under legal and regulatory provisions, whenever it is necessary to comply with our legal obligations or with a legally binding request, or whenever it is necessary to respond to cases brought against JobisJob.

4.5. Data provided by minors

Minors under 18 are prohibited from using the JobisJob services. However, under article 6 of Legislative Royal Decree 2/2015, of 23 October, approving the consolidated text of the Workers' Statute Act, persons over 16 may use the JobisJob services provided that they have previously obtained the permission of their parents, guardians or legal representatives, who will be responsible for all the acts performed through the Website by the minors in their care.

In no event will data relating to the professional, economic or privacy situation of other family members be collected from the minor without those members' consent.

If you are under the age of fourteen and have accessed this website without notifying your parents, you should not register as a user.

4.6. Electronic communications and alerts

JobisJob places at the user's disposal a free service whereby JobisJob will send job offer alerts to the email address of the user who subscribes through the relevant form. JobisJob also establishes two mechanisms through which users who request it can modify or delete those services in a simple, fast and free manner. To opt out, the user must enter the access menu, and disable the job offer alert send option. Users may also opt out of this service by following the instructions stated in the footer of the body of the electronic communications received.

4.7. Security

JobisJob informs users that it has adopted the technical and organisational measures established by law to guarantee the security of personal data and prevent its alteration, loss, or unauthorised processing or access, based on the state of technology, the nature of the data stored and the risks to which it is exposed, all under 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, repealing Directive 95/46/EC (General Data Protection Regulation).

4.8. Cookies set-up

JobisJob uses cookies to improve the user's browsing experience. They are the best way to offer you tailored and interesting content through JobisJob.

What are cookies?

Cookies are small text files stored on your device (PC, mobile phone or tablet) that permits us to recognise your browser. Cookies mainly contain information about your browser and any activity occurring within it.

JobisJob cookies

There are different types of cookies.

Depending on the company owning the cookies, there are:

- *Own cookies*: These are sent to the user's terminal device from the computer or domain from which we provide the requested service.
- *Third-party cookies*: These are sent to the user's terminal device from a computer or domain managed by a third party.

Depending on the time they remain active, there are:

- *Session cookies*. These are temporary cookies which remain in your browser's cookies file until you leave the website: Hence, they do not remain on your computer's hard drive. The information obtained by these cookies is used to analyse traffic patterns on the website. Ultimately, cookies enable us to provide a better experience by improving the content and making it easier to use.
- *Persistent cookies*. These are cookies that are stored for a certain time. The cookie stops functioning after that date. The website reads these cookies every time you visit it. These cookies are generally used to provide purchase and registration services.

Depending on their purpose:

- *Strictly necessary or technical cookies*. These cookies are necessary to provide the requested service and to remember set-up preferences. For example, they allow us to control traffic and data transfers, to access restricted access parts, to conduct the order purchase process, to use security items, and to store content enabling the broadcasting of videos or the sharing of content through social networks.

- *Analysis and statistics cookies.* These cookies enable us to obtain statistics and analyse the use made by users of our services. They enable us to get an overview of how many unique users we have and how they use our services.
- *Preferences or personalisation cookies:* These cookies permit us to save information enabling you to access the service with certain features to differentiate your experience from that of other users.
- *Marketing and/or advertising cookies:* These cookies store information on users' behaviour obtained through continuous observation of their browsing habits, permitting specific profiles to be constructed informing the display of advertisements made by us or third parties. You may find out more about this type of advertising [here](#). For example, as will be explained below, we use this type of cookie to:
 - Conduct marketing through the monitoring of a user's activity to optimise traffic acquisition and brand promotion campaigns.
 - Promote personalised advertising that may be of interest to you by using your data.

For more information about the cookies we install, see the table below.

Specifically, the Website uses the following own and third-party cookies:

Strictly necessary cookies

Purpose: These cookies are necessary to provide the requested service and to remember set-up preferences.

Analysis cookies

(*) These audience measurement cookies are considered technical cookies. Therefore, under the provisions of the Spanish Data Protection, they do not require consent.

Purpose: These cookies enable us to obtain statistics and analyse the use made by users of our services. That enables us to get an overview of how many unique users we have and how they use our services.

Marketing and/or advertising cookies:

Purpose: These cookies store information on users' behaviour obtained through continuous observation of their browsing habits, permitting specific profiles to be constructed informing the display of advertisements made by us or third parties.

Disabling of cookies

You may set up the installation of cookies during the website set-up process. However, please note that disabling certain cookies may affect your normal use of the website and the services provided through it. If you accept third party cookies, you must delete them from the browser options or from the system offered by the third party as stated below.

Furthermore, to disable cookies, you may at any time: (i) configure them in the "Manage Cookies" set-up panel; or (ii) follow the instructions for each browser on your computer. For example:

Internet Explorer: Tools > Internet Options > Privacy (also available at the link below).

Firefox: Tools > Internet Options > Privacy (also available at the link below).

Google Chrome: Setup > Preferences > Security > View (also available at the link below).

Safari: Settings > Privacy > Manage Website Data > Select website > Remove or Remove all (also available at the link below).

Furthermore, we provide the following link, which includes video tutorials that explain, step by step, how to set up the privacy options of the most common browsers, social networks and mobile operating systems.

Moreover, services have been specially developed to provide users with an up-to-date list of cookies and other tracking mechanisms, e.g., <http://www.ghostery.com> and <http://disconnect.me>. You may also use alternative solutions such as <http://www.youronlinechoices.com/es/>

For more information about third-party cookies, see their respective policies indicated in this Cookies Policy and/or the Set-up Panel.

To check other information on the processing of your personal data, go to the Data Protection section.

We inform you that this Cookies Policy may be modified at any time to include new cookies, to comply with new legislative or regulatory requirements, or to adapt it to the instructions of data protection supervisory authorities. Therefore, we suggest that you consult it regularly.

If you have any queries about this Cookies Policy, do not hesitate to contact us at [info\(at\)jobisjob\(dot\)com](mailto:info@jobisjob.com).

4.9. Rights of the user

Users have rights concerning how we (JobisJob) handle their personal data. Those rights include the following:

- since the legal basis for our data processing is consent, to withdraw that consent at any time;
- to request access to the personal data we hold;
- to request that we erase personal data whenever we have no legal basis to store it;
- to ask us to rectify incorrect data or complete it;
- to restrict processing in certain cases;
- to file a complaint to the data protection authorities; and
- to request the portability of their personal data in a structured and electronically readable format.

Those rights may be exercised through the configuration of the website itself. In case you have problems effectively exercising your rights online or you have any queries concerning our data privacy policy, please contact us directly by post at:

*Adevinta Jobs, S.L.U.
Calle Hernani, 59, 1^a, 28020 Madrid*

Or by email at: info@JobisJob.com indicating the subject of reference, stating the matter concerned.

4.10. Amendment of this Data Protection Policy

JobisJob reserves the right to amend this policy to adapt it to future legislative or case law developments.

4.11. Applicable legislation

Every point of this Privacy Policy and the other legal conditions of the website are governed by Spanish law.

5. REGULATION (EU) 2022/2065 ON DIGITAL SERVICES/DIGITAL SERVICES ACT (DSA)

Under article 24 of Regulation (EU) 2022/2065 (Digital Services Act), JobisJob is bound to publish information on the average number of our monthly users.

Between 1 July 2023 and 31 December 2023, the average number of monthly users of the JobisJob service was 114,000 (in the portals of EU member states). Source: Similarweb (web data).

Note that the monthly user figures have been generated based on external providers' tracking tools. It is possible that the applied methodology may involve the double counting of users, so that methodology may change in the future.

Methodology used by Similarweb:

Equivalent KPI for Active Recipient: Unique visitors (deduplicated audience)

<https://support.similarweb.com/hc/en-us/articles/4558942036113#UUID-b61ba041-2c6b-3534-22c8-f0322200b309>

<https://support.similarweb.com/hc/en-us/articles/360005009398-Deduplicated-Audience>

Definition:

A user who arrives at the website, either on one or several occasions, is considered a unique visitor to this domain. Unique visits is a primary metric that allows the actual reach of a website to be evaluated. These metrics are estimated on both a daily and monthly basis.

Calculation:

Similarweb uses a unique ID per device through its network of contributors.

Similarweb is considered more reliable than other traffic analysis tools as it does not employ a methodology based on cookies, which are susceptible to manual or automatic deletion.

Deduplicated Audience:

To estimate the size of deduplicated audiences, Similarweb uses learning and linear regression models as the basis for algorithms that enable the reach of a website to be estimated by deduplicating monthly visits.