

Legal Information JobisJob



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

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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](mailto:info@JobisJob.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.