

LA POLÍTICA DE PRIVACIDAD

Responsable: ES ENGINEERS SOURCING SL, 28039 MADRID

Finalidad: Servicios Consultoría Selección

Legitimidad: Relación contractual o comercial

Conservación: 2 años después del último contacto de interés

Destinatarios: No cedemos sus datos salvo obligación legal

Transferencias internacionales: No hay previstas

Procedencia: El propio interesado

Derechos: Usted tiene derecho acceder a sus datos, rectificarlos, suprimirlos, limitar u oponerse a su tratamiento, a su portabilidad, a no ser objeto de decisiones automatizadas, a retirar su consentimiento y a presentar reclamaciones ante la Autoridad de Control (Agencia Española de Protección de Datos)

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The access to the Web site <https://formacion.eshumancapital.com> attributes the condition of user and implies the full and without reservation acceptance by the user of each and every one of the conditions included in this legal notice.

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Underage users must previously obtain permission from their parents, guardian or legal representative before accessing the information contained on the website and making use of the services offered.

Use of cookies

<https://formacion.eshumancapital.com> does NOT use cookies in any case. Read our **Cookie Policy**.

PRIVACY AND CONFIDENTIALITY POLICY

ES ENGINEERS SOURCING. undertakes the professional secrecy with respect to the data provided to us, as well as any other information and/or documentation that could be sent or send us, regardless of the format of the same and the medium in which it is made.

PERSONAL DATA PROTECTION

In compliance with the Organic Law 15/1999 of 13 December on the protection of personal data, of the royal Decree 994/1999 of 11 June, of the regulation of security measures of the automated files containing personal data, of the real Decree 1720/2007 of 21 December approving the Regulation on the development of Organic Law 15/1999 of 13 December, and Royal decree 2/2011 of 4 March approving the new regulation on the protection of personal data; We inform you that the personal data that you provide to us will be incorporated to a file duly registered in the Spanish agency of data protection, whose holder is ES Human Capital, 28039 MAdrid. Phone: 630773419 info@eshumancapital.com

These data will be used to provide a personalized, dynamic and efficient service and to keep you informed by this way or other means of communication about our services and products. The data provided will not be transferred, under any circumstances for any other purpose than that indicated. If you wish, you will be able to exercise at any time the rights ARCO, access, rectification, cancellation or opposition, sending an email to the address: info@eshumancapital.com

Your consent to the processing of your data for the purposes of advertising and commercial prospecting, will be understood to be rendered in a manifest and unmistakable way by communicating your data to ES Human Capital, being able to oppose it by doing The request not to receive publicity, as well as revoke the consent granted.

PTo express the opposition to receive publicity, as well as to carry out any other procedures ES Human Capital, makes available to the client the E-mail: info@eshumancapital.com

APPLICABLE LAW AND COMPETITION

Applicable legislation and competent courts. The terms and conditions governing this website, as well as any relationships that may be derived, are protected and subject to Spanish law. For the resolution of any kind of controversy, litigation or discrepancy that could arise between the user by the use of this web site <https://formacion.eshumancapital.com> the Parties agree to the submission to the courts and tribunals of Madrid (Madrid).

This clause of submission expresses the courts of the city of Madrid. It will not be applicable to the cases of litigation with the users of the web that according to the legislation in force hold the condition of consumers, in which case both parties will be subject to the jurisdiction of the courts and tribunals of residence of the consumer.

USE OF COOKIES AND ACTIVITY FILE

The lender on its own or that of a third party engaged in the provision of measurement services may use cookies when a user browses the website. Cookies are files sent to the browser by means of a Web server in order to register the user's activities during their browsing time. Cookies used by the website are associated with only one anonymous user and their computer, and do not provide the user's personal data for themselves. Using cookies It is possible that the server where the Web is located, recognizes the Web browser used by the user in order to make navigation easier. They are also used to measure the audience and traffic parameters, control the progress and number of entries. The user has the possibility to configure his browser to be notified of the reception of cookies and to prevent his installation on his computer. Please refer to your browser's instructions and manuals for further information. To use the website, it is not necessary for the user to allow the installation of cookies sent by the website, or the third party acting on its behalf, without prejudice to the need for the user to initiate a session as such in each of the services whose performance requires the prior registration or "login". The cookies used on this website have, in any case, a temporary character with the sole purpose of making their subsequent transmission more effective. In no case will cookies be used to collect information of a personal nature.

DEFINITION AND FUNCTIONS

A cookie is a file that is downloaded to your computer when you access certain Web pages. Cookies allow a Web page, among other things, to store and retrieve information about a user's or your computer's browsing habits, and, depending on the information they contain and how you use your computer, can be used to recognize the user.

TYPES OF COOKIES USED

1. Performance Cookies

These are cookies, well treated by us or by third parties, that collect information about how the website is used (e.g., the pages you visit or if there is an error) and that help us locate and troubleshoot problems, quantify the number of users, or measure use of the website. All the information collected is completely anonymous and helps to understand how our site works, making the necessary improvements to facilitate its browsing.

Using these cookies will allow: That you surf the site and that in turn, we can recompile information on how you use the website, to understand the usability of the site, and help us to implement the necessary improvements. These cookies will not collect any information about you that may be used for advertising purposes, or information about your preferences (such as your user data) beyond that particular visit.

2. Functional Cookies

Our purpose with these cookies is to improve the user experience. They are used to recall certain configuration parameters or to provide certain services or messages that can improve your experience on our site. For example, you remember the country or language you selected when you visited the pages, and they are not used for marketing purposes.

Using these cookies will allow: Remember your login data as a customer when you return to the page. They will never collect any information about you that may be used for advertising purposes, or information about your preferences (such as your user data) beyond that particular visit.

3. Marketing Cookies

They are cookies managed by third parties. They are sent to the terminal team of the user from a computer or domain that is not managed by the editor, but by another entity that treats the data obtained through the cookies. You can therefore use the tools of these third parties to restrict the use of these cookies. For example, some of them are used to link to other Web pages that provide certain services to view or download videos, share

content on social networks (Facebook, Twitter or Google). And in other cases, they will also be able to modify the ads of other webs to adapt them to their preferences.

Using these cookies will allow:

Link to social networks, view or download videos, get information about your visit to our useful website to adapt ads that will show you on other sites or websites. Likewise it is possible that when visiting a Web page or opening an email where an advertisement or a promotion is published on our products or services is installed in your browser a cookie that serves us to show later publicity related to the search that has made, develop a control of our ads in relation, for example, with the number of times they are seen , where they appear, what time they look, etc.

REVOKE AND DELETE COOKIES

You can allow, block or remove the cookies installed on your computer by configuring the options of the browser installed on your computer, if you do not allow the installation of cookies in your browser may not be able to access any of the sections of our website.

To learn how to manage cookies in your browser, please visit the following links:

Firefox from [Http://support.mozilla.org/es/kb/habilitar-y-deshabilitar-cookies-que-los-sitios-we](http://support.mozilla.org/es/kb/habilitar-y-deshabilitar-cookies-que-los-sitios-we)

Chrome from <http://support.google.com/chrome/bin/answer.py?hl=es&answer=95647>

Explorer from [Http://windows.microsoft.com/es-es/windows7/how-to-manage-cookies-in-internet-explorer-9](http://windows.microsoft.com/es-es/windows7/how-to-manage-cookies-in-internet-explorer-9)

Safari from <http://support.apple.com/kb/ph5042>