

Privacy Policy – Recruitment Services (GDPR-Compliant)

1. Introduction

At Panthr Global SL, we are committed to protecting your personal data and respecting your privacy. This Privacy Policy explains how we collect, use, disclose, and protect your data in compliance with the General Data Protection Regulation (EU) 2016/679 ("GDPR") and Spanish data protection laws.

2. Data Controller

Panthr Global SL, with registered office at Calle Cavanilles 52, piso Planta 4, Puerta E, 28007, Madrid, is the Data Controller for the personal data you provide in connection with our recruitment services.

3. What Personal Data We Collect

We may collect and process the following categories of personal data:

- **Identification data:** Full name, DNI/NIE, date of birth, nationality
- **Contact details:** Email address, phone number, postal address
- **Professional information:** CV, work experience, education, skills, references
- **Job preferences:** Desired role, salary expectations, location preferences
- **Interview data:** Notes from interviews, test results, evaluations
- **Other data:** LinkedIn profile, public profiles, or background checks (if applicable and lawful)

We do **not** collect sensitive personal data (e.g., health, ethnicity, political opinions) unless required by law or explicitly provided with your consent.

4. Legal Basis for Processing

We process your personal data based on one or more of the following legal grounds:

- **Consent** – When you voluntarily submit your CV or application
- **Contractual necessity** – To evaluate your profile for job opportunities
- **Legal obligation** – Compliance with labor and tax regulations
- **Legitimate interest** – To match candidates with job opportunities

5. Purpose of Processing

We use your personal data for:

- Assessing your suitability for current or future job roles
- Contacting you regarding job opportunities
- Submitting your profile to potential employers (with prior consent)
- Complying with legal obligations
- Improving our recruitment services

6. Data Retention

We retain your personal data for up to **2 years** after your last interaction with us, unless you withdraw your consent earlier. We may retain data longer if legally required.

You may request deletion at any time (see Section 9).

7. Data Sharing and Transfers

We may share your data with:

- Prospective employers or clients (only with your consent)
- Service providers (e.g., IT support, cloud hosting) under strict confidentiality
- Legal or regulatory authorities, when required by law

We do **not** transfer your personal data outside the EU/EEA unless appropriate safeguards are in place (e.g., Standard Contractual Clauses).

8. Security Measures

We implement appropriate technical and organizational measures to ensure the confidentiality, integrity, and availability of your data, including:

- Encrypted storage
- Access control
- Regular audits and staff training

9. Your Rights

You have the right to:

- Access your personal data
- Correct inaccurate or incomplete data

- Request deletion ("right to be forgotten")
- Restrict or object to processing
- Data portability (receive a copy in structured format)
- Withdraw consent at any time

To exercise these rights, contact us at: dataprotection@panthr.xyz


You also have the right to lodge a complaint with the **Spanish Data Protection Agency (AEPD)** at www.aepd.es.

10. Updates to This Policy

We may update this policy occasionally. The latest version will always be available on our website with the effective date noted.

Contact Us

If you have questions about this policy or your data, please contact:

 dataprotection@panthr.xyz
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