

RECRUITMENT PRIVACY POLICY

NJL - INDÚSTRIAS METALÚRGICAS, SA ("NJL - SA"), ensure the safeguarding of the right to data protection, which are provided voluntarily and authorized by the data owner, which will be treated confidentially, under the terms of the Law in force and the protection of personal data.

The company are responsible for the treatment of the information and personal data contained in the *Curriculum Vitae* or the individual application form and/or other documents, sent or completed by any candidate for a particular function or being a spontaneous candidature through of the website, by electronic mail or other support, will be subject to treatment for the purpose of recruitment and selection of candidates.

By providing such information with personal data to NJL - SA, we consider that the applicant gives his/her autorisation, as the owner of the data, so that his her information and personal data are processed by NJL - SA , and these will not be commercialized or assigned to third parties without your express consent.

These data will be recorded in our database for a later contact, if this possibility is verified, for the purpose of recruiting and selecting candidates to join our job exchange. Access to this data is authorized to employees of the company that have intervention in the recruitment and selection process, and these are linked to the duty of confidentiality.

The users have rights, at any time, in accordance with the law in force, the data owners have the right to information, access, rectification and opposition and forgetting to process the data that concern them, and to do so request:

NJL – Indústrias Metalúrgicas, S.A.

Arruamento D

Zona Industrial

3854 - 909 Albergaria-a-Velha



GPD – REGULATION 2016/679 OF APRIL 27, 2016

NJL - S.A will keep the personal data of the candidates for the time needed to achieve the purposes for which they are collected, and without prejudice to what is defined in the labor law. The data collected within the scope of this privacy policy does not constitute the fulfillment of a legal or contractual obligation. However, if the candidate is selected, the personal data will be used as defined in the employment relationship

NJL - S.A has implemented appropriate technical and organizational measures for the protection of personal data.