

Recruitment & Selection Privacy Notice
Active Space Technologies
(<https://www.activespacetech.com/>)

Active Space Technologies - Actividades Aeroespaciais, SA, hereinafter Active Space Technologies, respects your privacy. Accordingly, the personal data that you, as a data subject, provide to us is protected in accordance with data protection legislation, namely the General Data Protection Regulation (Regulation (EU) 2016/679 - GDPR) and Law No. 58/2019 of 8 August.

This notice describes the data processing activities we carry out, helping data subjects understand what data is collected, for what purposes it is processed and how it is used, ensuring that candidates are properly informed during recruitment and selection processes conducted by Active Space Technologies.

DATA CONTROLLER: For the purposes of recruitment and selection, the entity responsible for the processing of your personal data is Active Space Technologies - Actividades Aeroespaciais, S.A.

COLLECTION OF PERSONAL DATA: Personal data is collected directly from the data subject, when they respond to a job vacancy advertised by us or submit a spontaneous application, which may occur through an online platform. Active Space Technologies may also collect additional information from publicly accessible sources to confirm the information provided by the candidate, as well as from professional recruitment agencies, references and previous employers to the extent legally permitted.

During recruitment and selection processes, we may collect various types of personal data, such as name, date of birth, photograph, address, e-mail, mobile phone number, driving licence, educational qualifications, professional experience and details of previous employment.

PURPOSES AND LEGAL BASES FOR PROCESSING: The personal data in question will be processed in connection with your application for recruitment and selection purposes, on the following legal bases: compliance with legal obligations, performance of pre-contractual steps, and the legitimate interests of the data controller.

There is no automated decision-making, nor is any profiling carried out based on your personal data.

TRANSFERS OF PERSONAL DATA: For the purposes of managing the recruitment process, your personal data will be shared with third-party entities within the group

and with subcontracted entities, in accordance with Article 28 of the GDPR. In such cases, we adopt all necessary measures to ensure that the subcontractor complies with the principles of data protection legislation, guarantees the confidentiality of the data, and processes it solely based on our instructions, not for its own purposes. Where your personal data is transferred to countries outside the European Economic Area, the applicable legal requirements concerning such transfers will be complied with and, in particular, the security and confidentiality of the data transmission will be safeguarded.

RETENTION OF PERSONAL DATA: The personal data processed will be retained for the period strictly necessary to fulfil the purposes for which it was collected:

- Five (5) years from the date of submission of the application, in the case of a recruitment process conducted by Active Space Technologies;
- One (1) year from the date of submission of the application, in the case of a speculative application.

Should Active Space Technologies wish to retain your personal data beyond the periods identified above, the data subject's consent will be requested for such retention.

RIGHTS OF DATA SUBJECTS: Active Space Technologies guarantees data subjects the right to exercise their rights of access, rectification, erasure, objection, restriction of processing, data portability and withdrawal of consent given. To exercise these rights, a written request should be submitted to Active Space Technologies at the e-mail address dpo@grupobel.pt.

Data subjects also have the right to lodge a complaint with a supervisory authority (the National Data Protection Commission - [CNPD](#)).

SECURITY OF PERSONAL DATA: Active Space Technologies adopts technical and organisational measures, which are periodically reviewed and improved, aimed at ensuring the security and protection of your personal data in terms of its availability, integrity and confidentiality, as well as measures aimed at preventing its loss, misuse, alteration, unauthorised processing or access, and any other form of unlawful processing.

CONTACT: If you have any questions regarding how we collect and process your personal data, you may contact us at dpo@grupobel.pt