

# PRIVACY POLICY

Young-dogs España SL – version may 2018

This privacy policy sets out how Young-dogs España SL located in Asturias Spain and registered under legal number ESB74302142 uses and protects any information that you give Young-dogs España SL when you use our websites and services or when are or were in contact with us.

Young-dogs España SL is committed to ensuring that your privacy is protected. Should we ask you to provide certain information by which you can be identified when using this website then you can be assured that it will only be used in accordance with this privacy statement.

Young-dogs España SL may change this policy from time to time by updating this page. You should check this page from time to time to ensure that you are happy with any changes. This policy is effective as from May 2018.

## 1. What we collect

We collect the following information:

- name and job title and company information
- contact information including email address
- demographic information such as postcode, preferences and interests
- technical origin information such as IP and hostname

## 2. What we do with the information we gather

We require your data to communicate in a legal way with you and to understand your needs and provide you with a better service, and in particular:

**We use the personal data you provide to us directly for the following purposes:**

- To set up and maintain your registration;
- To operate and manage the Services;
- To provide features available in the Services;
- To develop, improve, and protect the Services;
- To communicate with you;
- To prevent and investigate fraud and other misuses;
- To protect our rights and/or our property;
- For market research;
- For electronic direct marketing, in compliance with applicable laws;
- To audit and analyze the Services; and
- To ensure the technical functionality and security of the Services.

**We use the data collected automatically for the following purposes:**

- To improve customer service;
- To personalize user experience;
- To manage the Services;
- To provide features available in the Services;
- To develop, improve, monitor, and protect the Services;

- For market research;
- To audit and analyze the Services, including analyzing trends related to the use of the Services; and
- To ensure the technical functionality and security of the Services.

### 3. Security

We are committed to ensuring that your information is secure. In order to prevent unauthorized access or disclosure, we have put in place suitable physical, electronic and managerial procedures to safeguard and secure the information we collect online.

We take reasonable measures to protect the information that we collect from or about you (including personal data about you) from unauthorized access, use or disclosure. Please be aware, however, that no method of transmitting information over the Internet or storing information is completely secure. Accordingly, we cannot guarantee the absolute security of any information. Further, while we attempt to ensure the integrity and security of personal data, we cannot guarantee that our security measures will prevent third-parties such as so-called hackers from illegally obtaining access to personal data. We do not warrant or represent that personal data about you will be protected against, loss, misuse, or alteration by third parties.

### 4. How we use cookies

A cookie is a small file which asks permission to be placed on your computer's hard drive. Once you agree, the file is added and the cookie helps analyze web traffic or lets you know when you visit a particular site. Cookies allow web applications to respond to you as an individual. The web application can tailor its operations to your needs, likes and dislikes by gathering and remembering information about your preferences.

We use traffic log cookies to identify which pages are being used. This helps us analyze data about web page traffic and improve our website in order to tailor it to customer needs. We only use this information for statistical analysis purposes and then the data is removed from the system.

Overall, cookies help us provide you with a better website, by enabling us to monitor which pages you find useful and which you do not. A cookie in no way gives us access to your computer or any information about you, other than the data you choose to share with us.

You can choose to accept or decline cookies. Most web browsers automatically accept cookies, but you can usually modify your browser setting to decline cookies if you prefer. This may prevent you from taking full advantage of the website.

### 5. Job applications, Contact and Quote requests

Should you choose to apply for a vacancy via our [Work for us](#) section, contact us via our [Contact Us](#) section, or submit a quote request via our [Request a quote](#) section, using the forms found therein, none of the data that you supply will be stored by this website or passed to / be processed by any of the third party data processors defined in section 5. Instead, the data will be collated into an email and sent to us via the [Simple Mail Transfer Protocol \(SMTP\)](#). Our SMTP servers are protected by [TLS](#) (sometimes known as SSL) meaning that the email content

is encrypted using [SHA-2](#), 256-bit cryptography before being sent across the internet. The email content is then decrypted by our local computers and devices. All applications including CV attachments are sent to designated team members. All Contact us requests are sent to [info@young-dogs.com](mailto:info@young-dogs.com).

## 6. Data breaches

We will report any unlawful data breach of this website's database or the database(s) of any of our third party data processors to any and all relevant persons and authorities within 72 hours of the breach if it is apparent that personal data stored in an identifiable manner has been stolen.

## 7. About our data servers

Our websites are running on servers hosted to us by Leaseweb Netherlands B.V. with physical location The Netherlands. Full details of Leaseweb's data centres can be found [here](#). We are also storing raw backup data on servers provided to us by Amazon AWS and located in Germany. More information about that can be found on [here](#).

Finally your data can be moved into our Spanish development center located in Asturias, Spain

All traffic (file transfers) between our websites and your browser is encrypted and delivered via [HTTPS](#).

## 8. Controlling your personal information

Here at Young-dogs we distinguish our contact information in two categories.

### Client data (frequent)

Clients are provided with a personal online dashboard where clients can access and modify their data.

You can access this personal dashboard by visiting our website.

If you are a client and do not have access to your data yet. Please contact us by sending an email to [support@young-dogs.com](mailto:support@young-dogs.com) stating your name and surname and email address. Due to legal obligations by default client data will be deleted by Young-dogs 7 years after the last transaction between clients and Young-dogs España SL.

### Non client data (incidental)

The data which is provided to us by contact forms or email will be deleted after a maximum period of 1 year the date it was submitted to us through a by Young-dogs España SL controlled website. You may request a manual deletion or insight request of your data by sending us a request to [support@young-dogs.com](mailto:support@young-dogs.com) stating your name, surname and email address.

We will not sell, distribute or lease your personal information to third parties unless we have your permission or are required by law to do so. We may use your personal information to send you promotional information about third parties which we think you may find interesting if you tell us that you wish this to happen.

If you believe that any information we are holding on you is incorrect or incomplete, please write to or email us as soon as possible, at the above address. We will promptly correct any information found to be incorrect.

## 9. Our third-party data processors

We use one third party to process personal data on our behalf. This third party have been carefully chosen, is based in the USA and are **EU-U.S Privacy Shield** compliant.

Google (**Privacy policy**)