



Privacy Notice – Candidates

This Privacy Notice applies to all our candidates who maintain a relationship with any of the companies that make up **Audace group**, by what which I know puts to his provision of conformity with the Law of Protection of Personal Data in Position of the Individuals and their Regulations and in this the treatment that be given to the personal data that we provide.

I.- About the Treatment of your personal data.

We collect your personal data and sensitive personal data for the purposes mentioned in this Privacy Notice, in this sense we inform you that your personal data will be transferred and protected based on the principles of legality, quality, consent, information, purpose, loyalty, proportionality and responsibility consecrated in the Law Federal Protection of Personal Data in possession of the individuals.

In this sense we do of his knowledge than for the case of than do not complete the selection process, your information will be discarded in a period of 6 months.

II.- Purposes of processing your personal data.

Your personal data will be processed for the purposes detailed below.

Necessary purposes for the legal relationship with the person responsible:

- Carry out the evaluation, selection and recruitment.
- Apply psychological and / or socioeconomic evaluations.
- Request and obtain personal and work references from you.
- Assess whether your profile fits the vacancy requested.
- Integrate your file as a prospectus employee.
- Contact him for the process of recruitment
- Conduct background investigations or reviews related to your previous and current job, including communication with research agencies external background and keep a record of the reports of said investigations.
- Comply with laws, regulations and legal provisions applicable.

In none of the above cases will we treat your personal data for purposes not necessary for the legal relationship with the person responsible.



I. Personal data to be processed. To achieve the aforementioned purposes, the Head will process the following personal data of you: full name and photograph, age, sex, date and place of birth, nationality, address, home and / or office landline number, cell phone number, accrued vacation, completed performance exams, tax withholdings, division, position, location, hiring data, identification of who what authorized, identification of supervisor, level (manager, supervisor), personal and / or work email, marital status, CURP, RFC, IMSS membership number and membership receipt, data from your voter card, passport or official identification, data of your professional identity card, skills, skills and hobbies, academic and work history, personal and work references, letters of recommendation, position or position that you occupy, your previous job duties and information on the performance of your labors.

Financial or equity data, which are treated only for the purposes of the legal relationship with the owner, include results of their socioeconomic study, salary and benefits received in their previous jobs or economic claims, INFONAVIT and / or FONACOT credit information, AFORE, current salary and benefits, your bill banking, information about their dependents economic, data of their family and contacts, other income and / or debts.

Sensitive data, which are treated only for the purposes of the legal relationship with the owner, include fingerprint (IFE / NSAID), biometric fingerprint, examination result or medical or psychological service, the corresponding medical report and gender, race and ethnicity, union membership, general health, blood type, height, criminal record weights and results of our reviews of the history of your conduct (“ Sensitive Personal Data ”).

The person in charge may collect your personal data either personally or directly and/or indirectly through means such as job boards or when you share a resume with companies or recruitment agencies or apply for a vacancy within our company and other sources permitted by law.

I. Options to Limit the use or disclosure of your personal data. You can limit the use or disclosure of their data personal for avoid than be used or disclosed for purposes not necessary for the legal relationship between you and the responsible.

If you want limit the use or disclosure of their data personal, must present his request to the Data Protection Committee by email: rrhh@agroindustriasdecordoba.com, in order to be registered in the exclusion list correspondent.



II. Means for exercising rights ARCO. You have the right to know what personal data we have of you, for than we use and the conditions of use than them we give (Access). Likewise, is his right to request the correction of his information personal in if it is out of date, inaccurate or incomplete (Rectification); that we remove it from our records or database when it considers that it is not being used properly (cancellation); as well as oppose the use of your data for specific purposes (opposition). These rights are known as rights ARCO.

For the exercise of any of the ARCO rights, you must submit the respective request through the following means:

If you want access, rectify, cancel u oppose to treatment of the data Personal, or obtain more information about the protection of your personal data, contact the Data Protection Committee, sending an email to: rrhh@agroindustriasdecordoba.com, specifying your name, email address, telephone and your request. The Personal Data Committee will accuse you received of your request the same day it has been received. The petition will be analyzed in accordance with the law and the corresponding response will be given no later than 20 (twenty) business days after the day it was received. To the email address used to make the request or provided for these ends.

At your request you must accompany:

- Your name and mail electronic.
- The company name of the person responsible for your data personal.
- A copy of the documents proving your identity (for example, a copy of your voter card, passport or any other official identification) or, where appropriate, your representation legal.
- A clear and precise description of the personal data for which you seek to exercise any of the rights ARCO.
- Any document or information that facilitates the location of your personal data, and
- In case of requesting the rectification of your personal data, you must also indicate the modifications to be made and provide the documentation that supports your request.

If your request is answered in the affirmative or appropriate manner, the requested changes will be made within a maximum period of 15 business days. If you request access to your personal data, the person in charge will inform you by email in which we communicate our response to your request, the means by which you will be given access to your personal data if appropriate. The person in charge may extend the terms redefined in this paragraph, once, for a period equal to the original, which will be communicated.



The person in charge may deny the exercise of their ARCO Rights in cases permitted by law. The reason for such decision will be communicated to you in a well-founded and motivated manner. Our refusal may be partial, in which case the person responsible will make access, rectification, cancellation or opposition in the appropriate part.

III. **Media for revoke the consent for the treatment of the data personal.** To revoke your consent for the processing of your personal data, you must submit your request to the Data Protection Committee by sending an email to: rrhh@agroindustriasdecordoba.com.

IV. **Transfers and referrals of your personal data.** We inform you that the person in charge may transfer your personal data within Mexico or outside the country, for the following purposes.

Recipient type	Purpose
Insurance companies	Process medical and lifetime.
Fund manager of investment	Savings fund management.
Potential buyers or business partners of the person in charge.	To carry out legal audits, hold the manager's business, analyze a possible collaboration with the third.
Affiliates and subsidiaries of the same group.	Maintain and review the group's website. Also, to manage and manage any other internal website.
Societies and associations with which celebrate agreements of collaboration.	Receive the benefits that result from the collaboration agreements.
Doctors or companies of medical service.	For the report and medical examinations.

Additionally, we inform you that, to fulfill the purposes mentioned in this Privacy Notice, the person in charge may transfer his personal data without his consent in the following cases established by article 37 of the Data Law:

- i. When the transfer this planned in one law or treaty in the than Mexico be part.
- ii. When the transfer is necessary for the prevention or medical diagnosis, the provision of health care, medical treatment or the management of health services.



- iii. When the transfer is made to the controlling companies, subsidiaries or affiliates of the person in charge, or to a parent company or to any company of the same group of the person in charge who operates under the same processes and policies internal.
- iv. When the transfer is necessary by virtue of a contract concluded or to be concluded in the interest of the owner, by the person in charge and a third.
- v. When the transfer be necessary or legally demanded for the safeguard of a public interest or for the procurement or administration of Justice.
- vi. When the transfer is necessary for the recognition, exercise or defense of a right in a process judicial.
- vii. When the transfer is necessary for the maintenance or fulfillment of the legal relationship between the person responsible and you.

In line with the above, the person in charge may transfer his personal data to his parent, affiliates and related companies or other companies under common control, with the purpose, among others, to manage the internal network service.

Likewise, we inform you that the person in charge may send your personal data to third-party service providers necessary for the fulfillment of legal, accounting obligations, regulatory or contractual by the person in charge of the person in charge or the parent company or its affiliates, as well as third parties that provide services related to information technology, operation and administration.

Except in the exception cases provided for in the Data Law, the person responsible will not transfer your personal data to third parties unless you have previously consented to said transfer.

- V. **Security measures.** Your personal data will be protected in accordance with the security, administrative, technical and physical measures that the person in charge has implemented. These measures include politics, procedures and the existence of controls of physical and electronic access to the information.

In the event of a security breach at any stage of the processing of your personal data, which significantly affects your economic or moral rights, The Data Protection Committee will communicate this situation to you immediately, so that you can take the necessary measures that correspond to the defense of your rights.

- VI. **Changes or modifications to the privacy notice.** The person in charge reserves the right to make modifications or updates to this Privacy Notice at any time, in the understood of than all modification to same I know to give to know by email and /or in the sessions of training.

- VII. **Consent.** I acknowledge having received this Privacy Notice and grant my express consent for the treatment, including my financial, equity and my Data Personal Sensitive, in the terms of present Notice of Privacy. Deny



his consent for the treatment of their data personal by part of responsible may result in the impossibility of establishing or continuing with the legal relationship with the Responsible.

In case you are a prospect used, you acknowledge that the request for your consent for the processing of your personal data in the terms of this Privacy Notice does not imply any relationship or offer of work with the person responsible, since the purpose of the Privacy Notice is to comply with the obligations stipulated in the Data Law.

Changes to this privacy notice:

This privacy notice may be modified in the future, you can always consult this electronic medium.