

COOKIE POLICY OF YOUNG SPAIN, S.L.

Owner: YOUNG SPAIN, S.L.

Tax ID (CIF): B75303271

Registered office: Calle Mestre Racional, 11

Business activity: Holding activities

Website: <https://young-recruitment.com/>

Contact email: info@young.com

Version: 2025-12-23

1. Introduction

This Cookie Policy explains what cookies are, how we use them on the YOUNG SPAIN, S.L. website, and the options available to users to control their use. This policy has been prepared in compliance with Regulation (EU) 2016/679 (GDPR) and Law 34/2002 of 11 July on Information Society Services and Electronic Commerce (LSSI).

2. What is a cookie?

A cookie is a file that is downloaded onto your device (computer, tablet, smartphone) when you access certain websites. Cookies allow information about browsing behavior to be stored and retrieved and, in some cases, enable the user to be identified.

3. Purposes for which we use cookies

We use the information collected through cookies in order to:

- Ensure the proper functioning and effective display of the content on our website.
- Analyze website usage to improve user experience and the services offered.
- Send you information about products, services, or offers that may be of interest to you when you have given consent to receive commercial communications by email.
- Notify you of changes to the website or contracted services.

Our intention is to send only useful and desired communications. You may revoke your consent to receive commercial communications at any time by using the unsubscribe link included in our emails.

4. Disclosure of your information

We will never disclose your personal data to third parties except in the following cases:

- To suppliers and service providers who assist us in operating the website (data processors), to the extent necessary to provide such services (hosting, analytics, payment gateways, email delivery, etc.).
- To companies within the same corporate group, where applicable.

- If the company or substantially all of its assets were sold, data could be transferred to the purchaser.
- Where disclosure is necessary to comply with legal obligations or to protect the rights, property, or safety of the company, customers, or others (e.g., fraud prevention).

5. Storage and transfers

The data you provide is stored on secure servers managed by providers with whom we have data processing agreements. Most selected providers currently process data within the European Economic Area (EEA); however, some providers (e.g., Google services, Facebook, payment platforms) may involve transfers outside the EEA. In such cases, we implement appropriate safeguards (standard contractual clauses or other measures) in accordance with the GDPR.

We will not retain your personal data longer than necessary for the relevant purpose.

6. Internet data transmission and security

Data transmission over the internet is not completely secure. We adopt reasonable technical and organizational measures (e.g., SSL/TLS, access controls, third-party encryption of payment data) to protect your data. However, we cannot guarantee the absolute security of transmissions; any data transmission is carried out at your own risk.

7. Types of cookies we use

Our website uses the following types of cookies:

a) Technical or strictly necessary cookies

These allow navigation through the site and the use of essential features (e.g., shopping cart, login). Their legal basis is the legitimate interest of the data controller.

b) Personalization cookies

These allow us to remember your preferences (e.g., language) to provide a personalized experience.

c) Analytics / statistics cookies

These allow us to quantify the number of users and analyze their behavior in order to improve the website. Services such as Google Analytics are used. These cookies require prior consent.

d) Advertising and marketing cookies (including behavioral advertising)

These are used to tailor advertising to your interests, measure campaign effectiveness, and develop browsing profiles. These cookies require your consent.

8. Third-party cookies

Our website may use third-party cookies (e.g., Google, YouTube, Facebook, advertising networks). These entities may collect information about your browsing activity across different websites. We recommend reviewing the privacy and cookie policies of such third parties.

9. Indicative list of cookies (example)

NAME	PROVIDER	PURPOSE	DURATION	TYPE
_ga	google-analytics.com	User identification for statistics	2 years	HTTP cookie
_gat	google-analytics.com	Request rate control	Session	HTTP cookie
_gid	google-analytics.com	User identification	Session	HTTP cookie
collect	google-analytics.com	Data transmission to Google Analytics	Session	Pixel
NID	google.com	Personalized advertising	6 months	HTTP cookie
GPS	youtube.com	Location tracking (mobile devices)	Session	HTTP cookie

(The above list is for illustrative purposes only. The actual cookie catalog will be displayed in the cookie banner/configuration panel of the website, including full information on each cookie, provider, purpose, duration, and type.)

10. How to disable or delete cookies

You can allow, block, or delete cookies through your browser settings. Below are links to the settings for the most common browsers:

- Google Chrome: <https://support.google.com/chrome/answer/95647>
- Microsoft Internet Explorer / Edge: <https://support.microsoft.com>
- Mozilla Firefox:
<https://support.mozilla.org/es/kb/habilitar-y-deshabilitar-cookies-que-los-sitios-we>
- Safari (Apple): <https://support.apple.com/guide/safari/sfri11471/mac>

Please note that blocking or deleting certain cookies may affect the functionality of the website.

11. Consent management

When accessing the website, a cookie banner will be displayed allowing you to:

- Accept all cookies.
- Reject non-essential cookies.
- Configure cookies by category (technical, analytics, marketing).

Registered consent may be revoked at any time via the same panel or by contacting info@young.com.

12. Consent retention period

We will retain the record of your consent for as long as necessary to demonstrate the lawfulness of processing, and in any case until you revoke or modify your settings.

13. Data subject rights

You have the right to request access, rectification, erasure, restriction of processing, data portability, and objection, as well as to withdraw consent at any time. To exercise your rights, you may contact info@young.com or write to **Calle Mestre Racional, 11**. If you believe your rights have not been properly addressed, you may lodge a complaint with the Spanish Data Protection Authority (www.aepd.es).

14. Links to other websites

Our website may contain links to third-party websites whose owners have their own privacy and cookie policies. We are not responsible for such external policies.

15. Changes to the Cookie Policy

We may update this Cookie Policy. The current version and publication date will always be available in the website footer.

16. Contact

If you have any questions about this policy, you may contact us at: info@young.com

17. Legal framework

This Cookie Policy is drafted in accordance with Regulation (EU) 2016/679 (GDPR) and Law 34/2002 of 11 July on Information Society Services and Electronic Commerce (Article 22.2).

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