

By means of this POLICY, Innovación Tecnológica y Soluciones de Negocio, S.L. (hereinafter, "Innova-tsn") informs about the treatment and protection of users', candidates' and customers' personal data that may be obtained by browsing or managing queries through the website <https://www.innova-tsn.com/>.

Innova-tsn is the parent company of the group formed together with Innova-tbs in the UK, Innova-tmx in Mexico and Innova-tsn SAS in Colombia.

All of them are technology consulting companies and offer the same services, with the difference being the location of their registered offices.

The parent company centralises all the group's information management tasks, for which it needs access to the personal data of users who collect information through the corporate website, data that are collected by Innova-tsn and by the rest of the subsidiaries to be subsequently processed under the principle of joint responsibility between the different companies, so that, from the perspective of data protection, when we refer to Innova-tsn we consider the whole group, including the parent company and its subsidiaries.

Innova-tsn guarantees compliance with current legislation on personal data protection, reflected in the Spanish Organic Law 3/2018 of 5 December on the Protection of Personal Data and the Guarantee of Digital Rights (LOPD GDD). It also complies with Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons (GDPR), as well as with the Data Protection Act 2018 of the United Kingdom, the Federal Law on the Protection of Personal Data Held by Private Parties (Law DOF 05-07-2010) of the United Mexican States and the Statutory Law 1581 of 2012 by which the general provisions for the protection of personal data in Colombia are dictated.

In accordance with the requirements of applicable data protection legislation:

- The personal data requested from users will be strictly essential in order to provide the corresponding services of the website.
- The personal data provided by the user will be processed exclusively by Innova-tsn and its subsidiaries in a co-responsible manner and will not be transferred to any company or made available to third parties, being used solely and exclusively for the purposes established in the specific collection of the same.
- In the event that, in any case Innova-tsn needs to transfer the data to a third party, users will be informed of this by previously requesting the corresponding consent in an appropriate manner, providing the details of the transferee and the purpose of the transfer.
- The security levels adapted by Innova-tsn will be those appropriate, in each case, to the data provided by the user, in accordance with the provisions of the applicable regulations at all times.
- Innova-tsn will delete or rectify the data when they are inaccurate, incomplete or no longer necessary or relevant for their purpose.
- The data will be kept by Innova-tsn for the time required to manage the request and, where appropriate, for the retention period established in the corresponding consent, although they will be deleted immediately at the request of the owner..

IN CHARGE:

Controllers: Innova-tsn; Innova-tbs; Innova-tmx; Innova-tsn SAS

Address: Innova-tsn has its registered office at Plaza Manuel Gomez Moreno, nº 2, planta 15, 28020 Madrid, Spain and can be contacted by telephone: +34 91 5130073 and fax: +34 91 0252126. It is the parent company of the business group that also includes Innova-tbs with headquarters at Aviation House, 125 Kingsway - Holborn, London, WC2B 6NH, United Kingdom; Innova-tmx with headquarters at Calle Sócrates, 141. Int. Piso 2, Colonia: Polanco II Sección:

Miguel Hidalgo, Ciudad de México 11530, México, and Innova-tsn SAS with headquarters at Carrera 19 # 100-45 Of 8-104, Edificio Wework, Bogotá D.C, Colombia
Email: protecciondedatos@innova-tsn.com / info@innova-tsn.com
Website: <https://www.innova-tsn.com/>

PRINCIPLES:

In the processing of personal data, Innova-tsn shall apply the following principles in accordance with the requirements of data protection regulation:

- **Principle of Cor-responsability:** Controllers which are part of a corporate group may have a legitimate interest in transmitting personal data within the group for internal administrative purposes, including the processing of personal data of customers or employees.
- **Principle of legality, loyalty and transparency:** Innova-tsn will always require the data subject's consent for the processing of their personal data, which may be for one or more specific purposes about which they will be previously informed with absolute transparency.
- **Principle of data minimisation:** Innova-tsn will request only the data strictly necessary to achieve the purpose or purposes for which they are requested.
- **Principle of limitation of the storage period:** Data will be kept for the time strictly necessary for the purpose(s) of the processing. Innova-tsn will inform of the corresponding storage period according to the purpose.
- **Principle of integrity and confidentiality:** The data will be processed in such a way that their security, confidentiality and integrity are guaranteed. Innova-tsn wishes to communicate that it takes the necessary precautions to prevent unauthorised access or improper use of its users' data by third parties.

COLLECTION:

When browsing the Innova-tsn website it is not necessary to provide any personal data. The cases in which it is necessary are the following:

- When submitting an enquiry through the contact forms.
- When completing a subscription form to Innova-tsn's job bank.

RIGHTS:

- The rights of data subjects are as follows:
- To request access to stored data.
- To request a rectification or cancellation.
- To request the restriction of their processing.
- Opposition to the processing.
- To request data portability.

The exercise of these rights is personal and therefore must be exercised directly by the data subject, by requesting it to Innova-tsn, which means that any data subject who has provided their data at any time may contact Innova-tsn and request information about the data it has stored and how they were obtained, request their rectification, request their portability, object to their processing, restrict their use or request the cancellation of the data in Innova-tsn's files.

To exercise the rights of access, rectification, cancellation, portability and opposition it is necessary to send an email to protecciondedatos@innova-tsn.com together with a valid proof of identification such as a photocopy of the ID card or equivalent.

Every data subject has the right to effective judicial protection and the right to lodge a complaint with the corresponding supervisory authority, in Spain the Spanish Data Protection Agency at Calle Jorge Juan 6. 28001 - Madrid or through its website at <https://sedeagpd.gob.es/sede-electronica-web/>.

In the United Kingdom, you can submit a complaint through the official website of the ICO (Information Commissioner's Office) at <https://ico.org.uk/global/contact-us/contact-us-public/public-advice/>.

In Mexico, you can contact the INAI (National Institute for Transparency, Access to Information and Protection of Personal Data) at atencion@inai.org.mx.

In Colombia, the Superintendencia de Industria y Comercio can be contacted via the web at <https://sedeelectronica.sic.gov.co/atencion-y-servicios-a-la-ciudadania/peticiones-quejas-reclamos-y-denuncias>.

PURPOSE:

When a user/company accesses the website to send an email to Innova-tsn, subscribes to its job bank or makes a query, he/she provides personal information for which Innova-tsn is responsible. This information may include personal data such as an IP address, name and surname, email address, telephone number or company. By providing this information, the data subject consents to this information being collected, used, managed and stored by Innova-tsn under the conditions contained in this Policy.

The personal data and the purpose of the processing by Innova-tsn are differentiated by the information collection system. In both cases it is necessary to consent to it by ticking the corresponding box (I ACCEPT...):

- **Contact.** From the "Contact" section. Purpose: Management and response to the request or query.

Nombre	Email	Ciudad
<input type="text"/>	<input type="text"/>	<input type="text"/>
Apellidos	Compañía	Teléfono
<input type="text"/>	<input type="text"/>	<input type="text"/>
Mensaje		
<input type="text"/>		
<input type="checkbox"/> ACEPTO el uso de mis datos para dar respuesta a mi solicitud.		
<small>Los datos de carácter personal proporcionados serán tratados por Innovación Tecnológica y Soluciones de Negocio S.L., con C.I.F nº B-84006246 con el fin de gestionar la petición y los conservará mientras dure esta gestión.</small>		
<small>Innova-tsn le informa que tiene derecho a ejercer sus derechos de acceso, rectificación, supresión, cancelación, oposición, limitación del tratamiento y portabilidad en los términos especificados en la legislación sobre protección de datos, dirigiéndose a protecciondatos@innova-tsn.com.</small>		
<small>Para más información, lee nuestro aviso legal y nuestro política de privacidad.</small>		

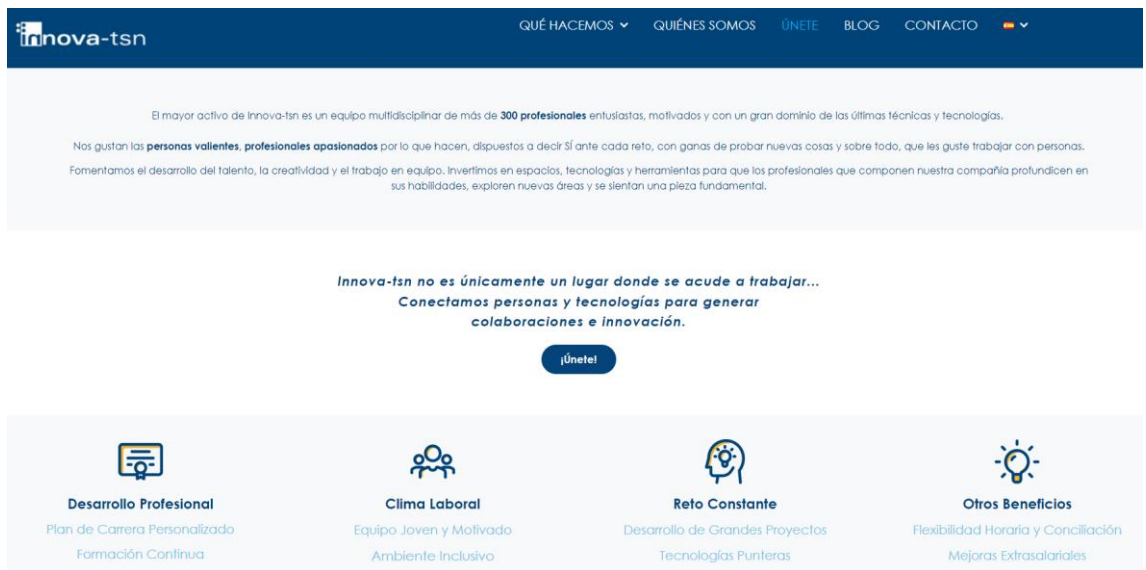
Once the form has been completed, a new page appears verifying that the form has been successfully sent..



¡Gracias!

Mensaje de contacto enviado correctamente

- **Subscription to the job bank:** The "Join us" section allows to send the CV to the company



El mayor activo de Innova-tsn es un equipo multidisciplinar de más de **300 profesionales** entusiastas, motivados y con un gran dominio de las últimas técnicas y tecnologías.

Nos gustan las **personas valientes, profesionales apasionados** por lo que hacen, dispuestos a decir Sí ante cada reto, con ganas de probar nuevas cosas y sobre todo, que les guste trabajar con personas. Fomentamos el desarrollo del talento, la creatividad y el trabajo en equipo. Invertimos en espacios, tecnologías y herramientas para que los profesionales que componen nuestra compañía profundicen en sus habilidades, exploren nuevas áreas y se sientan una pieza fundamental.

*Innova-tsn no es únicamente un lugar donde se acude a trabajar...
Conectamos personas y tecnologías para generar
colaboraciones e innovación.*

¡Únete!

Desarrollo Profesional	Clima Laboral	Reto Constante	Otros Beneficios
Plan de Carrera Personalizado Formación Continua	Equipo Joven y Motivado Ambiente Inclusivo	Desarrollo de Grandes Proyectos Tecnologías Punteras	Flexibilidad Horaria y Conciliación Mejoras Extrasalariales

The "Join Us" button redirects to the contact form of the job section, where it is necessary to fill in the fields Name, Surnames, Email, Phone, Country, Comments. The first four fields are mandatory.

¡DÉJANOS CONOCERTE!

Al enviar este formulario podrás adjuntar tu CV en la siguiente página.

* Campo requerido

Nombre*	Email*	Teléfono*
<input type="text"/>	<input type="text"/>	<input type="text"/>
Apellidos*	País	
<input type="text"/>	<input type="text"/>	

Comentarios


ACEPTO el uso de mis datos para dar respuesta a mi solicitud.

ACEPTO el uso de mis datos para incluirlos en la bolsa de empleo.

Los datos de carácter personal proporcionados serán tratados por Innovación Tecnológica y Soluciones de Negocio S.L. con C.I.F nº B-84006246 con el fin de gestionar la petición y los conservará mientras dure esta gestión.

Innova-tsn le informa que tiene derecho a ejercer sus derechos de acceso, rectificación, supresión, cancelación, oposición, limitación del tratamiento y portabilidad en los términos especificados en la legislación sobre protección de datos, dirigiéndose a protecciondedatos@innova-tsn.com.

Para más información, lea nuestro [aviso legal](#) y nuestra [política de privacidad](#).

No soy un robot 

ENVIAR

No esperes tu oportunidad. ¡Créala!

Once the previous form has been completed, the system gives the option of attaching a file with your Curriculum Vitae. Purpose: Incorporation of the data to Innova-tsn's job bank

¡Queremos conocerte!

Adjunta tu CV aquí:

 Ninguno archivo selec. ACEPTO el uso de mis datos para dar respuesta a mi solicitud.

datos de carácter personal proporcionados serán tratados por Innovación Tecnológica y Soluciones de Negocio S.L. con C.I.F nº B-84006246 con el fin de gestionar la petición y los conservará mientras dure esta gestión.

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Para más información, lea nuestro [aviso legal](#) y nuestra [política de privacidad](#).

ENVIAR

The data collected in reference to Innova-tsn's Job Bank will be incorporated into the pool of candidates created for this purpose by Innova-tsn to cover its staffing needs. The data will be kept by Innova-tsn until the interested party exercises the rights of deletion, opposition or oblivion. In order to keep your information updated, we ask that, in the event of any change in your data, you inform us by any of the means made available.

With the consent of the data subject (art. 6 a RGD 2016/679 and UK GDPR, art. 4.c of Law 1581 of 2012 and art. 8 of the Law on the Protection of Personal Data Held by Private Parties), training and academic data and data relating to the candidate's professional experience may be shared with clients of Innova-tsn to check the suitability of the profile for the recruitment needs. The data may be accessed by suppliers who provide Innova-tsn with content hosting and messaging services.

There are additional purposes for which Innova-tsn may process personal data:

- To ensure compliance with the conditions set out in the Legal Notice and applicable law. This may include the development of tools and algorithms to help this website ensure the confidentiality of the personal data it collects.
- To support and improve the services offered by the Innova-tsn website.
- To analyse browsing. Innova-tsn may collect other non-identifying data obtained through the use of cookies that are downloaded to your computer when you browse the website, the characteristics and purpose of which are detailed in the Privacy and Cookies Policy section of the website.
- Innova-tsn is present in social networks. By following Innova-tsn's social networks, the processing of personal data will be governed by this section, as well as by those terms of use, privacy policies and access regulations that belong to the social network that applies in each case and that have been previously accepted (Twitter, LinkedIn, etc.). Innova-tsn will process personal data in order to correctly manage its presence in the social network, to inform of its activities, products or services, as well as for any other purpose that the regulations of the social networks allow. In no case will Innova-tsn use the profiles of followers in social networks to send advertising individually.

SECURITY:

To protect personal data, Innova-tsn takes all reasonable precautions and follows industry's best practices to prevent its loss, misuse, inappropriate access, disclosure, alteration or destruction.

OTHER SITES:

Pages on this website may include embedded content (e.g. videos, images, articles, etc.). Embedded content from other websites behaves in exactly the same way as if you had visited the other website.

These websites may collect data about the data subjects, use cookies, embed additional third-party tracking code, and monitor your interaction using this code.

COOKIES:

In order for this website to function properly it needs to use cookies, which is information that is stored in your web browser.

On the Privacy & Cookies page it is possible to consult all the information relating to the collection policy, the purpose and processing of cookies.

LEGITIMACY:

The legal basis for the processing of data is consent in line with the definitions of the Colombian law 1581 (art. 3.a) and the Mexican data protection law (art. 3.IV), and as defined by the GDPR in Article 4.11: "any freely given, specific, informed and unambiguous indication of the data subject's wishes by which he or she, by a statement or by a clear affirmative action, signifies agreement to the processing of personal data relating to him or her".

DATA CATEGORIES:

The personal data processed by Innova-tsn through its website are **identification data**.

STORAGE:

The personal data provided will be kept until the purpose of the enquiry submitted is achieved or until the data subject requests Innova-tsn to delete it.

ACCURACY AND TRUTHFULNESS:

Innova-tsn assumes that the data provided are correct, complete, accurate and current. The website user is the sole responsible for the veracity and correctness of the data submitted to the site, exonerating Innova-tsn from any responsibility in this regard.

CONSENT:

By using the website, the user declares that he/she has been informed of the conditions on the protection of personal data, which must be accepted by making the specific clicks ("I accept") on the forms for Queries and Subscription to the job bank.

With this acceptance, the user consents to its processing by Innova-tsn and for the purposes described.

REVOCABILITY:

To exercise the rights of access, rectification, cancellation, portability and objection it is necessary to send an email to protecciondedatos@innova-tsn.com together with a valid legal proof such as a photocopy of your ID card or equivalent.

The exercise of the rights does not affect the data that Innova-tsn must keep for administrative, legal or security purposes.

CHANGES:

Innova-tsn reserves the right to modify this Policy to adapt it to new legislation or jurisprudence, as well as to industry practices.

These policies shall remain in force until amended by other duly published policies.