

Privacy Notice

Last Updated: 12 June 2026

1. Data Controller

Company	Codeway Barcelona SL (hereinafter referred to as " Codeway ")
Address	Edificio Estel - Avenida Roma 81, planta 3ª, Barcelona, Spain
Email	hello@codeway.co
Data Protection Officer (if applicable):	legal@codeway.co

2. What Personal Data We Collect

If you choose to upload your CV, we may process the following categories of personal data:

- Identification data (name, photograph if included)
- Contact details (email address, phone number, LinkedIn profile)
- Professional history (employment, education, skills, qualifications)
- Any other information you voluntarily include in your CV

We do not request or require any special category data (such as health information or political opinions). If your CV contains such data, please remove it before uploading.

3. Purpose of Processing

Your CV will be processed for the following purposes:

- **Talent pool management:** Your CV will be retained so that Codeway may identify and contact you in the future should a suitable vacancy arise that matches your profile and qualifications. This does not constitute a guarantee of contact, interview, or employment.
- **Event administration:** Maintaining internal records of event participation for organizational purposes.

Your data will not be used for networking between attendees, shared with other event participants, or used for any purpose beyond those described above.

Uploading your CV is entirely **optional**. Your attendance at the event is not conditional on doing so.

In accordance with Article 5(1)(b) of the General Data Protection Regulation ("**GDPR**"), your personal data will be collected for the specific, explicit, and legitimate purposes described above and will **not** be processed in any manner incompatible with those purposes. In particular:

- Your CV will not be used for marketing, profiling, or any commercial purpose unrelated to recruitment.
- Your CV will not be shared with, or disclosed to, third-party recruiters or other organizations without your separate, explicit consent.
- Should Codeway wish to use your data for any new or additional purpose in the future, you will be informed, and your consent will be sought afresh before any such processing begins.

4. Legal Basis

Processing is based on your **freely given, specific, informed, and unambiguous consent** (Article 6(1)(a) of the GDPR), provided at the time of upload and specifically covering the retention of your CV for future recruitment consideration by Codeway.

You may withdraw your consent at any time (see Section 7). Withdrawal of consent will not affect the lawfulness of any processing carried out prior to withdrawal.

5. Who Has Access to Your Data

Your CV may be visible to:

- Codeway HR and recruitment staff responsible for talent acquisition
- Codeway hiring managers assessing candidate suitability for specific roles

We do not sell, rent, or otherwise disclose your CV to external recruiters, third-party organizations, or other event attendees.

6. Retention Period

Your CV and associated personal data will be retained for **12 months** following the event, after which it will be securely and permanently deleted. You may request earlier deletion at any time (see Section 7).

7. Your Rights

Under the GDPR, you have the following rights in relation to your personal data:

Right	What it means
Access	Request a copy of the personal data we hold about you
Rectification	Ask us to correct inaccurate or incomplete data
Erasure	Request deletion of your data at any time
Portability	Receive your data in a structured, commonly used, machine-readable format
Restriction	Ask us to limit processing of your data in certain circumstances
Withdraw consent	Withdraw your consent at any time (This will not affect the lawfulness of processing carried out before withdrawal.)

To exercise any of these rights, please contact us at: legal@codeway.co

We will respond to your request within **one (1) calendar month** of receipt. We may ask you to verify your identity before fulfilling your request.

8. Automated Decision-Making

We do not use your CV data for automated decision-making or profiling that produces legal or similarly significant effects on you. All recruitment-related decisions involving your data are made by Codeway personnel.

9. Right to Lodge a Complaint

If you believe your data has been processed in breach of the GDPR, you have the right to lodge a complaint with the competent supervisory authority:

- **Agencia Española de Protección de Datos ("AEPD")** C/ Jorge Juan, 6, 28001 Madrid, Spain
- **Website:** www.aepd.es

You also retain the right to seek a judicial remedy.