

Privacy Policies

- **UK:** <https://www.hays.co.uk/revised-privacy-policy>
- **Spain:** <https://www.hays.es/politica-privacidad>
- **Portugal:** <https://www.hays.pt/politica-privacidade-revista>
- **Italy:** <https://www.hays.it/privacy-policy>
- **France:** <https://www.hays.fr/nouvelle-politique-de-protection-des-donnees>
- **Luxembourg** <https://www.hays.lu/politique-de-confidentialite-hays> (French) and <https://www.hays.lu/en/privacy-policy> (English)
- **Sweden:** <https://www.hays.se/integritetspolicy> (SE) and Cookies & Privacy Policy <https://www.hays.se/en/cookies-privacy-policy> (English)
- **Netherlands:** <https://www.hays.nl/herzien-privacybeleid> (NL) & <https://www.hays.nl/en/revised-privacy-policy> (English)
- **Belgium:** <https://www.hays.be/nl/privacybeleid> (DU) & <https://www.hays.be/en/web/hays-belgium/privacy-policy> (English) & <https://www.hays.be/politique-de-confidentialite> (France)
- **Poland:** <https://www.hays.pl/polityka-prywatnosci> (Polish) & <https://www.hays.pl/en/privacy-policy> (English)
- **Czech Republic:** <https://www.hays.cz/ochrana-osobnich-udaju> (CZ) & <https://www.hays.cz/en/revised-privacy-policy> (English)
- **Romania:** <https://www.hays.ro/politica-de-confidentialitate> (RO) & <https://www.hays.ro/en/privacy-policy> (English)
- **Hungary:** <https://www.hays.hu/modositott-adatvedelmi-szabalyzat> (HUN) & <https://www.hays.hu/en/revised-privacy-policy> (English)
- **Island of Ireland (Northern Ireland and Republic of Ireland):** <https://www.hays.ie/revised-privacy-policy>
- **Australia and New Zealand:** <https://www.hays.com.au/privacy-policy> and <https://www.hays.net.nz/privacy-policy>