

ADVISORY NOTE
for processing the personal data of the CV's applicants
pursuant to articles 13 and 14 of EU Regulation 679/2016

1) Data Controller

The Data Controller is Lucefin S.p.A. Via Ruc, 30 --25040 Esine (BS) - Italy, in the person of the legal representative *pro tempore* contactable at Tel. +39 0364 36 76 11 - Fax +39 0364 46 67 13 email: info@lucefin.com

2) Purposes of the processing and Legal basis

Personal, identificative and curriculum data, spontaneously sent or collected directly by the person concerned or at third parties which the Data Controller uses for selection procedures, are processed and used exclusively to fulfil the purposes of personnel selection and evaluation or to propose different work positions coherent with the applicant's professional profile. The legal basis is linked to the applicant's profile evaluation for possible cooperation or recruitment.

The data collection only concerns common data; the applicant shall not send any special data: those indicated in art. 9 of Reg. 2016/679 (e.g. state of health, political opinions, trade unions affiliations). Regarding sensitive data of disabled workers, in compliance with the current regulation on employment of people with disabilities, the applicant shall not indicate any pathology but only the fact that they meet this condition.

3) Recipients

Personal data which is subject to the processing in question will be communicated to internal dedicated people according to the work positions searched. Personal data may be communicated to parent companies, subsidiaries and companies in which an investment has been made, if Lucefin S.p.A. needs them to participate in the selection procedures

4) Transferring data overseas

The data will be not transferred overseas.

5) Data retention

The data will be kept only for the time necessary to fulfil the purposes indicated and for no longer than 3 years.

6) The Data Subject's rights

You, being the data subject, have the right:

- to obtain confirmation, or otherwise, of the existence of personal data that concerns you, even if not yet recorded, and the communication, in an intelligible form, of the same data and its origin, including the purposes for and the means of processing and the logic applied in the case that the processing is carried out by electronic instruments;
- to obtain the deletion, transformation into anonymous form or the block of the personal data for which conservation is not necessary in terms of the reasons for which the data was collected and processed;
- to obtain the updating, correction and integration of your personal data;
- to oppose, in whole or in part, for legitimate reasons, the processing of the personal data that concerns you, even if pertinent to the reason for which the data was collected;
- to request and to obtain from the Data Controller – in the cases in which the legal basis for processing is either contractual or consensual and is done by automated means – a copy of your personal data in a structured format that can be read by an automated device, including for the purposes of sending this data to another data controller (the so-called right for the personal data to be portable);
- to revoke at any time any consent you may have previously given, limited to the cases in which processing is based on your consent for one or more specific purposes and concerning common personal data (for example, date and place of birth or place of residence), or particular categories of data (for example, data that concerns your racial ethnicity, your political views, your religious convictions, your state of health and

your sexual preferences). Processing based on consent and performed up to the point at which you revoke your consent, remains, however, legitimate;

- to lodge a complaint with the Supervisory Authority (which, in Italy, is the Italian Data Protection Authority [*Autorità Garante per la protezione dei dati personali* – www.garanteprivacy.it]).

7) Mandatory or optional nature of providing your personal data

Providing your personal data for the related processing is optional, but any refusal to provide this data could make it impossible for this company to evaluate/select your application.

LUCEFIN S.p.A.

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