

PRIVACY POLICY

(Article 13 of Regulation EU no. 679 of 27 April 2016 on the protection of personal data, or "GDPR")

Dear Data Subject,

Pursuant to European Regulation 2016/679, we hereby inform that your data will be processed in accordance with the principles of "lawfulness, fairness and transparency" (Article 5, letter a) and we provide you with the following information:

- Data Controller: **ER SISTEMI S.p.A.** - Strada Provinciale 343 Asolana, 6 - 43056 San Polo di Torrile (PR) - Italy

The Data Controller is responsible to you for the lawful, proper use of your personal data and may be contacted for any information or request regarding the processing operations detailed below:

Interviews and selection of personnel		
Purposes that do not require consent	<u>Purpose</u>	<u>Legal basis</u>
	Interview scheduling	Execution of a contract and/or measures prior to entering into a contract (Article 6, letter b)
	Applicant evaluation	
Methods of processing	The data will be processed on paper and/or digitally through the use of computers	
Automated decision-making	The processing is not based on automated decision-making.	
Type of data required	Data contained in CVs If the data are not provided or are not provided properly, it will not be possible to schedule a job interview or establish an employment relationship	
Data transfer	No data are transferred to non-EU countries or international organisations	
Retention periods by category of personal data	<u>Category</u>	<u>Retention period</u>
	CV data	2 years
RIGHTS OF THE DATA SUBJECT (Arts 15 to 22 and Art. 13 of the GDPR)		
We also inform you of the following rights you may have vis-à-vis the Data Controller:		
• Right of access: In accordance with Article 15 of the GDPR, the data subject has the right to ask the data controller for access to their personal data. • Right of rectification: In accordance with Article 16 of the GDPR, the data subject has the right to ask the data controller to rectify their personal data. • Right of erasure: In accordance with Article 17 of the GDPR, the data subject has the right to ask the data controller to erase their personal data. • Right of restriction: In accordance with Article 18 of the GDPR, the data subject has the right to ask the data controller to restrict their personal data. • Right to object: In accordance with Article 21 of the GDPR, the data subject has the right to object to the processing of their personal data. • Right to lodge a complaint: In accordance with Article 77 of the GDPR, the data subject may also lodge a complaint with a supervisory authority (e.g. the Personal Data Protection Authority).		
CONTACTS FOR EXERCISING RIGHTS		
Requests to exercise rights may be addressed to the Data Controller at the following contacts:		
Address	Strada Prov. 343 Asolana, 6 - 43056 San Polo di Torrile (PR) - Italy	Contacts 0521 303491- privacy@ersistemi.it