

## **CAREERS PRIVACY POLICY**

**MASCHIO GASPARDO S.p.A.**, as Data Controller, pursuant to art. 13 EU Regulation 679/2016 (hereinafter the "Regulation"), hereby informs you that the personal data you provide will be processed as follows.

### ***CONTACT DETAILS OF THE DATA CONTROLLER***

The Data Controller is **MASCHIO GASPARDO S.p.A.**

Registered office - in Via Marcello n. 73 - 35011 Campodarsego (PD)

Email - info@maschio.com

### ***PURPOSE OF THE PROCESSING***

Your personal data will be processed for purposes connected to the management of the recruiting activity, including the evaluation of your application, examination of your qualifications, experience and skills.

Any special categories of data will be processed exclusively for the same purpose and to assess both the existence of the requirements to recognize any benefits and/ or disbursements of contributions provided for by law and the existence of the necessary conditions for the application of special tax regulations, trade unions, health protection and public order, occupational security and other current labor law legislation.

### ***CATEGORIES OF DATA PROCESSED***

The personal data that may be processed are:

- a) Personal and contact details, educational qualifications, work experience, and your picture;
- b) Personal data revealing racial and ethnic origin, religious, philosophical or other beliefs, political opinions, trade unions, religious associations or organizations, philosophical and/or political memberships, as well as personal data information revealing health status and sex life and sexual orientation.

### ***LEGAL BASIS AND NATURE OF THE PROVISION***

The legal basis of the processing of data sub-a) is the execution of pre-contractual measures adopted at the request of the data subjects. The provision of the data is necessary to participate in a possible recruiting procedure.

The Legal basis of the processing of data sub-b) is your consent and the failure to provide it will not affect your participation in the recruiting process. In the event that the selection is dedicated to subjects belonging to protected categories, failure to provide the data will make it impossible to proceed with the selection. The candidate is required to include in his CV the following statement "Pursuant to EU Regulation 679/2016, I agree to the processing of my special categories of personal data for the management of the recruiting activity," as to provide any consent. If this statement is not placed, the candidate will not give consent to the processing of any special categories of data contained in the CV and those data will not be used for the recruiting activity.

### ***DATA RETENTION PERIOD***

The personal data will be stored for 24 months.

### ***RECIPIENTS OF PERSONAL DATA***

The data will be processed by authorized personnel, duly trained and operating under the authority and responsibility of the Data Controller. Some of the information may be communicated or disclose to the following subjects: Companies for the assistance and maintenance of the Website or of the information systems; IT storage system providers; Other bodies or companies that perform related activities to the aim pursued.

We will communicate only the data strictly necessary for the aforementioned purposes. These communications, when made outside the European Union, are carried out in compliance with the guarantees provided by the legislation on the protection of personal data and ensuring adequate protections for the data subjects, by signing specific agreements (standard contractual clauses, Binding Corporate Rules, Privacy Shield, etc.). The updated list of all recipients is available at the headquarters of the Data Controller and will

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be provided at the request of the data subjects by writing to the following e-mail address: [privacy@maschio.com](mailto:privacy@maschio.com). The detailed list of these recipients is available at the Data Controller's office or by writing to this e-mail address [privacy@maschio.com](mailto:privacy@maschio.com)

### **YOUR RIGHTS**

In relation to the processing of personal data by Maschio Gaspardo, you can request access to your data, their correction, the deletion, the integration of incomplete data, the limitation of processing. You can ask to receive data in a structured, commonly used and machine-readable format as well as, if technically possible, to transmit them to another data controller without impediments if there are the conditions for the exercise of the right to portability contemplated in art. 20 of the GDPR (e.g. the processing is based on consent pursuant to art. 6.1 lett. a) or art. 9.2, lett. a) or on contract pursuant to art. 6.1, lett. b) of the GDPR and is carried out with automated means). You can at any time withdraw the consent given for the purposes described above and object to the processing, in whole or in part, in the cases allowed; you can lodge a complaint with the Supervisory Authority and exercise all the other rights recognized by the applicable discipline (art. 16-21 GDPR). These rights may be exercised by sending a written communication to the address given above or an e-mail to: [privacy@maschio.com](mailto:privacy@maschio.com).

According to the art. 77 of EU Regulation 2016/679 you have the right to lodge a complaint with the Data Protection Authority in case you believe that the processing violates the aforementioned Regulation.

**Last update: June 2020**

Maschio Gaspardo S.p.a.