

Information on candidate's personal data processing

Dear candidate,

with reference to our recruitment activity to which you are participating, we inform you that we need to process your personal data for the purposes and according to the conditions mentioned here below.

1. Controller

The Controller who determines the means and purposes of personal data processing is ENOBERG SRL, with head office in Via Del Lavoro 14 in Telgate.

2. Purposes of data processing, processing modes, lawfulness

The personal data collected during the pre-selection interview will be processed for the following purposes and legal basis:

PURPOSES <i>(why your personal data are processed)</i>	LAWFULNESS <i>(legal basis for data processing)</i>	CONSEQUENCES IN CASE OF OBJECTION TO DATA PROCESSING <i>(What happens if you object providing personal data and/or you object to data processing)</i>
Select adequate personnel to perform the tasks required by the company	Art. 6 (1) (b) (pre-contract activities requested by the data subject)	The consent is not requested; however, it is not possible to proceed with the selection if data are not provided
Keep a database of candidates for future selection	Art. 6 (1) (f) (legitimate interest of the company to recruit personnel)	The consent is not requested; you can object to data processing at any time, based on art. 21, by sending your request to the Controller
Share the database within the Group	Art. 6 (1) (f) (legitimate interest of the company to recruit personnel)	Art. 6 (1) (f) (legitimate interest of the company to recruit personnel)
Process particular data (regarding protected categories)	Art. 9 (2) (b) GDPR (data processing is necessary to comply with legal obligations and exercise the Controller's or data subject's rights in the field of employment and social security, in so far as it is authorized by Union or Member State law or a collective agreement pursuant to Member State law providing for appropriate safeguards for the fundamental rights and interests of the data subject.	The consent is not requested; if you object to provide your personal data, your application will not be accepted.

3. Recipients – categories of recipients

Personal data shall be disclosed to comply with the regulations and shall be exclusively processed by authorized personnel.

4. Data transfer abroad

Your personal data shall not be transferred abroad.

5. Data storage period and criteria used to determine that period

Personal data shall be collected and stored for the purposes mentioned here below.

DOCUMENT	STORAGE PERIOD
Curriculum Vitae	In case of recruitment, the Curriculum Vitae is stored for the whole employment relationship and for at least 10 years after employment termination. If the candidate is not recruited, the Curriculum Vitae is permanently stored, unless the candidate exercises his right to object.

6. Rights of the data subject

You are entitled to exercise your rights under this Regulation in respect of and against the Controller.

- **Right of access:** according to art.15 of EU Regulation you have the right to obtain from the controller confirmation as to whether or not your personal data are being processed, and, where that is the case, access to your data.
- **Right to rectification:** according to art. 16 of EU Regulation you have the right to obtain from the controller without undue delay the rectification of inaccurate personal data. Taking into account the purposes of the processing, the data subject shall have the right to have incomplete personal data completed, also by providing a supplementary statement.
- **Right to erasure:** according to art. 17 of EU Regulation you have the right to obtain from the controller the erasure of your personal data without undue delay where one of the provisions of the regulation applies.
- **Right to restriction of processing:** according to art. 18 of EU Regulation, you have the right to obtain from the controller restriction of processing where one of the provisions of the Regulation applies.
- **Right to object:** according to art. 21 of EU Regulation, you have the right to object to processing of your personal data at any time on grounds relating to your particular situation, based on art. 6 (1) point (e) or (f), including profiling based on those provisions.
- **Right to data portability:** according to art. 20 of EU Regulation, you have the right to receive your personal data, which you provided to a controller, in a structured, commonly used and machine-readable format and have the right to transmit those data to another controller without hindrance from the controller to which the personal data have been provided.
- **Right to withdraw your consent:** according to art. 7 of EU Regulation, you have the right to withdraw your consent at any time. The withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal.
- **Right to lodge a complaint:** according to art. 77 of EU Regulation, you have the right to lodge a complaint with a supervisory authority, in particular in the Member State of your habitual residence, place of work or place of the alleged infringement, if you consider that the processing of your personal data infringes this Regulation.

7. Further information

For further information, for consulting our privacy policy or for receiving an abstract of the articles of the EU Regulation, you can write to the Controller's e-mail address privacy@smigroup.net. Your requests to exercise your rights can be sent in writing to the Controller, together with a valid identity document.

8. Co-operation

Data protection and compliance with the EU Regulation, especially with transparency principle, are crucial values for our Group; we would be grateful if you could help us by notifying the Controller of any difficulties of intelligibility or suggesting any improvements to be adopted.