Bauli S.p.A.

Via Verdi n. 31
37060 Castel d'Azzano (VR)
P.IVA 01233790235
PEC: bauli@pec.bauli.it

Privacy Policy concerning the processing of personal data pursuant to articles 13-14 of (EU) Regulation 2016/679

Data subject: Job Applicants.

Bauli S.p.A. in its capacity of Data Controller with regard to the processing of your personal data pursuant to (EU) Reg. 2016/679 (hereinafter the 'GDPR'), hereby informs you that the said regulation protects data subjects with regard to the processing of their personal data and that the said processing will take place in a fair, lawful, transparent manner which protects your privacy and your rights.

Your personal data will be processed in accordance with the terms of the above legal provisions and the confidentiality obligations contained therein.

In addition, the Data Controller may obtain knowledge of special categories of data, as follows: unions enrollment, Racial or ethnic origins, Health conditions. Personal data in these special categories are processed in compliance with art. 9 of the GDPR.

Purposes and legal basis of processing: specifically, your data will be processed for the following purposes, relating to the fulfilment of legal obligations:

- Supervision under Leg. Decree n. 231/2001.

Your data will also be processed for the following purposes relative to the performance of measures connected to contractual or preliminary obligations:

- Digital platform use for meetings;
- Staff Recruiting;
- Participation in the "Work with Us" program and creation of a profile to send your spontaneous applications or in relation to specific job positions, present or future.

Your data will also be processed for the following purposes necsseries to pursue data controller's legitimate interest:

- Evaluation of the candidate's CV and any previous interactions that occurred in relation to other open positions (eg re-contacts, correspondence, interviews, internal judgments).;
- Claims and Controversy Management, both in judicial and extra-judicial matters.

Further to your consent, your personal data may be used for the following purposes:

- Recruitment purposes for other open positions, including different ones.

Your contribution of data is optional with regard to the abovementioned purpose, and any refusal of consent will not affect the continuation of the relationship or the congruency of the processing.

Processing procedures. Your personal data may be processed by the following ways:

- Using computer systems running software managed by third parties;
- Manual personal data processing with paper filing system;
- Computer Processing;
- processing data collected by third parties.

All data are processed in compliance with the procedures specified in articles 6 and 32 of the GDPR and with the adoption of the appropriate security

measures required.

Your data will only be processed by persons specifically authorised by the Data Controller, and specifically by the following categories of authorized persons:

- Managers directly interested in hiring the person in the specific job position;
- HR & Organization Area;
- Supervisory Body (Leg. Decree n. 231/2001).

Disclosure. Your data may be disclosed to external entities for the correct management of the relationship and specifically for the following categories of Recipients, including all the duly designated Data Processors:

- Consultant and freelance professionals, also working as firms;
- IT software and service providers;
- Other entities within Bauli Group;
- recruitment agencies.

Distribution: Your personal data will not be distributed in any way.

Your personal data may also be transferred, only for the aforesaid purposes, to the following countries:

- EU countries.

Data Storage Period. In accordance with the principles of lawfulness, limitation of purpose and minimisation of data, pursuant to art. 5 of the GDPR, the data storage period for your personal data is:

- The personal data relating to candidates who have uploaded their data to the IT systems will be kept for 3 years from the last modification of the profile and after this period, in the absence of an explicit interest in maintaining the profile itself, they will be automatically deleted. Personal data relating to candidates who have submitted their CVs in paper form will be kept for 2 years and then will be automatically destroyed.;
- For the time required by law for the judicial and extrajudicial protection of rights.

Data Controller: the Data Controller, as defined by the Law, is Bauli S.p.A. (Via Verdi n. 31 , 37060 Castel d'Azzano (VR), VAT no. 01233790235) in the person of its current legal representative.

The Data Protection Officer (DPO) designated by the Data Controller pursuant to art. 37 of the GDPR is:

- Officer Data Protection (contactable as follows: e-mail dpo@bauligroup.com).

You are entitled, by application to the Data Processor, to obtain the erasure (right to be forgotten), restriction, updating, rectification and portability of your personal data, to object to their processing, and in general to exercise all your rights under articles 15, 16, 17, 18, 19, 20, 21 and 22 of the GDPR.

You may also examine whenever you like the updated version of the present report by connecting to the following web site https://www.privacylab.it/informativa.php?18309417456&lang=en.

Regulation (EU) 2016/679: Articles 15, 16, 17, 18, 19, 20, 21, 22 - Rights of the Data Subject

1. The data subject has the right to obtain confirmation as to whether or not personal data concerning him or her exist, regardless of their being already recorded, and disclosure of such data in intelligible form, and the right to lodge a complaint with the supervisory authority.

2. The data subject has the right to be informed of:

a. the source of the personal data;
b. the purposes and methods of processing;
c. the logic applied if the data are processed by electronic devices;
d. the identification data concerning the Data Controller, the Data Processors and the representative designated as per article 5, comma 2;
e. the entities or categories of entity to whom or which the personal data may be disclosed and who or which may get to know said data as designated representative in the State's territory, as data processors or as persons in charge of the processing.

3. The data subject is entitled to obtain:

a. the updating, rectification or, where interested therein, integration of the data;
b. the erasure, anonymisation or blocking of data that have been unlawfully processed, including data whose retention is not necessary for the purposes for which they were collected or subsequently processed;
c. certification to the effect that the operations as per letters a) and b) have been notified, as also related to their contents, to the entities to whom or which the data were disclosed or disseminated, unless this requirement proves impossible or involves a manifestly disproportionate effort compared to the right that is to be protected;
d. the portability of the data.

4. The data subject has the right to object, in whole or in part:

a. on legitimate grounds, to the processing of personal data concerning him/her, even though they are relevant to the purpose of the collection;
b. to the processing of personal data concerning him/her, where it is carried out for the purpose of sending advertising materials or direct selling or else for the performance of market or commercial communication surveys.

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Data subject consent form

Data : ..... Place : .....

Name, Surname: .....

Do you consent to the processing of your personal data for the optional purposes set out below?

☐ **YES** ☐ **NO** Recruitment purposes for other open positions, including different ones

Do you consent to the disclosure of your personal data?

☐ **YES** ☐ **NO** Other entities within Bauli Group

Data subject: