

IPERCERAMICA S.p.A.

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

Data subject: applicant for a job.

IPERCERAMICA 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: Particular data can be obtained from the spontaneously sent / delivered curriculum. Personal data in these special categories are processed in compliance with art. 9 of the GDPR.

Purposes and legal base of the processing: your data will be processed for the following purposes necessary to comply with contractual or pre-contractual obligations:

- Staff selection for the purpose of starting working relationships.

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

- Manual personal data processing with paper filing system;
- computer processing.

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:

- HR department;
- Hr recruiting;
- system administrators: as required by the Provision of the Guarantor for the protection of personal data of November 27, 2008 concerning "Measures and precautions prescribed to the owners of the treatments carried out with electronic tools in relation to the attributions of the functions of System Administrators", you can request the identity of the System Administrators designated by the Data Controller who operate on the operating systems where your personal data are present by writing to the following address privacy@iperceramica.it.

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:

- External companies for hardware and software assistance.

You may request the full list by writing to the Controller. Your personal data will not be distributed in any way.

Transfer of personal data: Data will not be transferred

- countries to the European Union.

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:

- 2 years.

Data Controller: the Data Controller, as defined by the Law, is IPERCERAMICA S.p.A. (Via Pedemontana, 13 , 41042 Fiorano Modenese (MO), VAT no. 02732900366, contactable as follows: e-mail privacy@iperceramica.it, telephone +39 0536 1846400) 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 available writing to:

- Dpo@iperceramica.it (contactable as follows: e-mail dpo@iperceramica.it).

RIGHTS OF DATA SUBJECTS

You have the right to obtain from the Data Controller the erasure (right to be forgotten), limitation, updating, rectification, portability, objection to the processing of personal data concerning you, and in general you can exercise all the rights provided for in Articles 15 and following of European Regulation 2016/679 by sending an e-mail to privacy@iperceramica.it. You also have the right to lodge a complaint with the Supervisory Authority.

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?0193943570&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.