

**INFORMATION NOTICE ON THE PROCESSING OF PERSONAL
DATA “WORK WITH US”**

Pursuant to Art. 13 of European Regulation no. 2016/679 (hereinafter referred to as the “**Regulation**”), we provide you with the following information regarding the processing of your personal data for the evaluation of your professional profile and the possible selection process aimed at the establishment of an employment or professional collaboration relationship.

1. Data Controller

The data controller is SIR Industriale S.p.A. a socio unico (Tax Identification no. and VAT Registration no. 05379680969), whose registered office is in Macherio (MB), Via Bellini no. 35, telephone 039.20721, e-mail address sir@sirindustriale.com and certified e-mail (PEC) sirindustriale@pec.sirindustriale.com (hereinafter “**Company**”).

2. Personal Data

Personal data means any information that concerns you and refers to you. Specifically, processing may cover:

first name, last name, e-mail address, and may also concern the additional data you have indicated in your CV (such as place and date of birth, citizenship, residence, telephone numbers, educational background, professional experience, personal interests and image) (hereinafter “**personal data**”); information revealing racial or ethnic origin, trade union membership, and health-related data you may have indicated in your CV (hereinafter “**special data**”);

Hereinafter, collectively, “**Data**”.

In any case, the Company only processes information that is strictly relevant and restricted to the purpose stated below. Any irrelevant data that may be indicated in the CV will not be processed.

The Company does not process genetic data for the purpose of establishing professional suitability, even with your consent.

3. Purpose of processing

Your Data will only be processed for the evaluation of your professional profile and the potential selection process aimed at the establishment of an employment or professional collaboration relationship.

4. Legal basis for processing

The processing of your data for the purpose indicated in point 3) above has a legal basis with regard to personal data in the performance of pre-contractual steps taken at your request (Art. 6.1(b) of the Regulation; Art. 111 *bis* of Italian Legislative Decree no. 196/2003) and as far as special data is concerned, pursuant to your consent (Art. 9.2 a) of the Regulation).

5. How data is processed

Within the scope of the purpose indicated in point 3) above, your Data will be processed in paper form and by means of electronic instruments in compliance with the legal provisions on the processing of personal data, taking appropriate security measures. The processing of your Data will be handled by the Company's internal staff in charge of assessing your professional profile and any selection process (e.g. staff working in the HR department, as well as staff involved in the selection process) who have been specifically authorised, trained and instructed to ensure appropriate security and confidentiality, as well as to avoid risks of loss and/or destruction and access by unauthorised parties.

6. Disclosure and sharing of Data

Your Data will not be shared. In case of necessity, for activities related to the management and maintenance of computer systems and applications in use at the Company, your Data may be processed by the companies assigned to this task and specifically appointed as Data Processors. The updated list of Data Processors is available at the Company's registered office, Privacy Office.

7. Data storage period

Your Data will be stored for a period of one year from the date on which they are collected, without prejudice to the possibility of withdrawing consent with reference to special data and exercising the further rights provided for in point 8) outlined below.

8. Rights of data subjects

With reference to your Data, you have the right to submit a request to the Company, as specified in the Regulation and subject to the provisions and limitations set forth in Italian Legislative Decree no. 196/2003 (Part I – Title I – Chapter Iii):

access, in the cases provided for (Art. 15 of the Regulation);

for rectification of inaccurate Data and completion of incomplete Data (Art. 16 of the Regulation);

for erasure of the Data on the grounds provided for (Art. 17 of the Regulation), such as when they are no longer necessary for the purposes indicated above or are not processed in accordance with the Regulation;

for the restriction of processing in the scenarios provided for (Art. 18 of the Regulation), such as when the accuracy of the Data is contested and there is a need to verify their accuracy;

for portability, i.e. the right to receive the Data, in the cases provided for (Art. 20 of the Regulation), in a structured, commonly used and machine-readable format, and to transmit such Data to another data controller;

to object to processing, in the cases provided for (Art. 21 of the Regulation).

With reference to the processing of any special data that you provide, you also have the right to withdraw your consent at any time without affecting the lawfulness of the processing carried out before the withdrawal.

All the rights listed above may be exercised by sending a communication to the Company by e-mail to privacy@sirindustriale.com or by registered letter to the address of the Company's registered office, for the attention of the Privacy Contact Person.

9. Complaints

In the event that you believe that the processing of your Data violates the provisions contained in the Regulation, you may lodge a complaint with the Italian Data Protection Authority, pursuant to Art. 77 of the Regulation.

10. Type of Data provision

The provision of your Data is a necessary requirement to allow the evaluation of your professional profile and the potential selection process aimed at the establishment of an employment or professional collaboration relationship. Failure to provide even part of your Data will make it objectively impossible to carry out the above activities.

11. Transfer of Data abroad

Your Data will not be transferred to third countries. It will be stored at the Company's registered office and on servers located in the European Union.