

PRIVACY NOTICE

EXS Italia S.r.l. (hereinafter also referred to as the “**Company**”) hereby provides, pursuant to and for the purposes of Articles 13 and 14 of Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data (hereinafter, the “**GDPR**”), some information on the purposes, methods and scope of communication and dissemination of personal data provided by candidates of legal age when they apply through the Company’s website (hereinafter, the “**Site**”), the websites of any third-party companies and social networks, or via e-mail or at an interview at one of the agencies.

1. PURPOSE OF THE PROCESSING FOR THE SEARCH AND SELECTION OF CANDIDATES, AND LEGAL BASIS

1.1. Your data is collected in the following ways:

- through the Company website;
- by e-mail;
- through third-party websites or social networks.

1.2. Your data is processed both when you apply in response to a specific advertisement and when you voluntarily apply for the purpose of direct placement with the Company. If you apply in response to a specific advertisement, your data may also be processed for future search and selection of personnel in line with your profile, unless you object in writing at hrjob@gigroup.com. Should you object to such processing, your data will be processed exclusively within the specific selection process for which you have applied.

1.3. The legal basis applicable to the processing of your personal data for the purposes referred to in Point 1.2 is the execution of the pre-contractual measures adopted at your request pursuant to Art. 6(1)(b) of the GDPR.

1.4. Your data may also be processed to ascertain, exercise or defend our rights in court.

1.5. The legal basis applicable to the processing of your personal data for the purposes referred to in Point 1.4 is our legitimate interest pursuant to Art. 6(1)(f) of the GDPR.

The legal basis applicable to the processing of special categories of personal data concerning you for the same purposes is the determination, exercise or defence of a right in court pursuant to Article 9(2)(f) of the GDPR.

2. CATEGORIES OF DATA PROCESSED, SOURCE OF DATA AND PROCESSING OF SPECIAL CATEGORIES OF DATA

2.1. The Company, by way of example and without limitation, shall collect the data you included in your curriculum vitae and/or provided during your interview at one of the agencies or central offices.

2.2. The Company shall collect the aforementioned data from you and/or from websites managed by third parties or social networks through which the Company publishes advertisements on its own behalf or through which it may consult candidate profiles.

2.3. We ask that you please do not provide special categories of data in your curriculum vitae (personal data that reveal your racial or ethnic background, your political, religious or philosophical beliefs, or any trade union membership, biometric data aimed at uniquely identifying a natural or physical person, data relating to your health or sex life or sexual orientation).

3. DATA RETENTION PERIOD

- 3.1. In the case of data processing for the purposes of search and selection referred to in Point 1 in relation to a voluntary application, the data will be entered in the company database and kept for 30 months from the date entered.
- 3.2. In the case of data processing for the purposes of research and selection referred to in Point 1 in response to a specific advertisement, if you object to the storage of your data for future selection, the data will be kept for the entire duration of the selection and, in the event of a negative result, until the selection is closed.
- 3.3. Once the above retention periods have expired, the data will be destroyed or made anonymous.

4. NATURE OF DATA PROVISION AND CONSEQUENCES OF REFUSAL

The provision of the data highlighted with an asterisk in the data collection form on the site is necessary to allow the Company to pursue the research and selection purposes referred to in Point 1. Any refusal to provide the requested data will therefore prevent the Company from conducting the search and selection activities and will not allow your application to be taken into consideration.

5. PROCESSING METHODS

Data processing is based on principles of correctness, lawfulness and transparency and data minimisation (privacy by design). It may be performed either manually or using automated methods suitable for storing, processing and sending data and will be performed by means of technical and organisation measures that are, insofar as reason and state of the art of concerned, appropriate to ensure, among other things, the safety, confidentiality, integrity, availability and resilience of systems and services, avoiding the risk of loss, destruction, unauthorised access or disclosure or, in any case, unlawful use, as well as by means of reasonable measures to promptly delete or correct inaccurate data with respect to the purposes for which they are processed.

6. DATA RECIPIENTS

- 6.1. Your data may be processed only by employees of the company departments authorised to process data insofar as they are responsible for the pursuit of the above purposes. Such employees have received adequate operating instructions on the matter.
- 6.2. For the pursuit of the purposes referred to in Point 1 above, your personal data may be communicated by the Company to the following persons:
 - Public bodies within the framework of the implementation of active labour policy pathways or measures;
 - Group companies in Italy or abroad.Your personal data may be communicated by the Company to Group companies in Italy or abroad.
- 6.3. For the pursuit of the purposes referred to in Point 3 above, your personal data may also be processed by external parties, expressly appointed as data processors, who provide the Company with:
 - Site management and maintenance services;
 - Archiving services;
 - Postal communications services;

- Search and selection services.
- An up-to-date list of recipients is available at our registered office or by sending an e-mail to it.privacy@gigroup.com.
- Personal data provided by candidates will not be disseminated.

7. DATA SUBJECT'S RIGHTS

- 7.1. Data subjects have the rights pursuant to Articles 15 to 22 of the GDPR, where applicable.
- 7.2. Data subjects may in particular ask the data controller for access to their data, deletion thereof, correction of inaccurate data, completion of incomplete data, as well as restriction of processing in the cases set out in Art. 18 of the GDPR.
- 7.3. Data subjects have the right to object, at any time, in whole or in part, to the processing of the data required to pursue the legitimate interest of the data controller.
- 7.4. Furthermore, if the conditions for exercising the right to data portability under Art. 20 of the GDPR are met, data subjects have the right to receive the data provided to the data controller in a structured, commonly used and machine-readable format and, if technically feasible, to send it to another data controller without hindrance.
- 7.5. Data subjects have the right to make a complaint before the relevant authorities (specifically, in the EU Member State in which they currently reside or work or in the State in which the alleged breach occurred).
- 7.6. These rights may be exercised by writing to the address below by post or via e-mail at the following address: it.privacy@gigroup.com. Please note that, where the request is made by electronic means, the information will be provided in a commonly used electronic format.

8. WITHDRAWAL OF CONSENT

- 8.1. Data subjects have the right to withdraw the consent previously granted at any time by sending an e-mail to it.privacy@gigroup.com.
- 8.2. The withdrawal of consent will not affect the lawfulness of processing based on the consent you granted before the withdrawal.

9. CONTACT DETAILS OF THE DATA CONTROLLER

The data controller is EXS Italia S.r.l., with registered office in Milan, at Piazza IV Novembre no. 5, represented by its Legal Representative, exs.info@exsitalia.it

10. CONTACT DETAILS OF THE DATA PROTECTION OFFICER (DPO)

The Data Protection Officer (DPO) may be contacted at Piazza IV Novembre no. 5, 20124 Milan, Italy, FAO the Data Protection Officer, e-mail address: dpo@gigroup.com