

## Recruiting Privacy Policy

Subject: Privacy Policy to art.13 of D. Lgs. 196/2003 and art.13 of Regulation (EU) 2016/679

Pursuant to art.13 of D. Lgs. 196/2003 (“Codice Privacy”) and art.13 of Regulation (EU) 2016/679 (“GDPR 2016/679”), on the protection of natural persons with regard to the processing of personal data, we wish to inform you that the personal data you provide will be processed in compliance with the above regulation and with confidentiality obligations.

### Purposes of processing

The personal data you provide are necessary to evaluate you for a possible inclusion in our staff.

### Optional or mandatory provision of data

Providing your personal data is mandatory in order to evaluate your profile, and any refusal to provide such data makes not possible to manage the relationship with you and to include you in our staff.

### Method of processing and data retention

The processing will be carried out automatically and / or manually, with methods and tools that ensure security and confidentiality, as indicated in Art.32 of GDPR 2016/679 and Annex B of Codice Privacy (artt. 33-36), by specifically authorized staff, in compliance with the art. 29 GDPR 2016/679.

We inform you that, in compliance with the principles of lawfulness, purpose limitations and data minimisation, pursuant to art. 5 GDPR 2016/679, the data retention is established for a period not exceeding the purposes for which they were collected and processed, and in accordance with legal deadlines.

TAS S.p.A. reserves the right to retain your CV, unless you decides otherwise, so we will be able to contact you for open job positions, without prejudice to your right to request at any time the erasure of your personal data from our records.

### Communication and dissemination of personal data

We also inform you that the personal data collected will never be disseminated and will not be communicated without your explicit consent, unless the communication that is necessary for the evaluation of the candidate, for any administrative practices of recruitment and for the fulfillment of legal obligations, which may involve the communication of personal data to public and private bodies.

### **Transfer of personal data**

Pursuant to artt. 44 et seq. of GDPR 2016/679, in order to encourage the selection of personnel, TAS S.p.A., with your express consent, could transfer your personal data both in EU Member States, both in third countries outside the European Union where there are Group companies. For the list of the Group companies, you can see the updated list, published in the "[Contacts](#)" section of the website [www.tasgroup.it](http://www.tasgroup.it).

### **Special categories of personal data**

When sending the CV and participating to the recruitment, in accordance with artt. 26 and 27 of Codice Privacy and art. 9 and 10 of GDPR 2016/679, you could provide, to TAS S.p.A. and the Group companies, some data classified as "special categories of personal data" ("*personal data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, and the processing of genetic data, biometric data for the purpose of uniquely identifying a natural person, data concerning health or data concerning a natural person's sex life or sexual orientation shall be prohibited.*"). Those categories will be processed by TAS S.p.A. only with your consent, given by signing this policy.

### **Data subject rights**

At any time, you may exercise, in accordance with art. 7 of Codice Privacy and artt. 15-22 of GDPR 2016/679, the right to:

- a. obtain from the controller confirmation as to whether or not personal data concerning him or her are being processed;
- b. access to the personal data and to information like the purposes of the processing, the categories of personal data, the recipients or categories of recipients to whom the personal data have been or will be communicated and, when possible, the retention period;
- c. rectification and erasure of personal data;
- d. restriction of processing;
- e. to data portability, that means receiving the personal data concerning him or her, which he or she has 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;
- f. object to the processing at any time, even in the case of processing for direct marketing purposes;
- g. object to a decision based solely on automated processing, including profiling.

You can exercise your rights with a written request sent to TAS S.p.A., to the postal address of the registered office or at the e-mail address [privacy@tasgroup.it](mailto:privacy@tasgroup.it).

### **Data controller and data processor**



The data controller is TAS S.p.A., registered office in Rome, Via Benedetto Croce 6.  
The data processor is the Director of Human Resources pro-tempore.

**TAS Tecnologia Avanzata dei Sistemi S.p.A.**