



Candidate information pursuant to EU Regulation 2016/679 for the protection of personal data

Dear Candidate,

In compliance with the provisions of EU Reg. 2016/679 (European Regulation for the protection of personal data) and of Legislative Decree 196/2003, as amended by Legislative Decree 101/2018, with the present Texsus SpA information, with registered office in Via Livornese di Sopra 82, 51013 Chiesina Uzzanese (PT), P. IVA 00905010476 - as data controller - provides the necessary information regarding data processing personal data provided by you by submitting your application (by hand or through the contact form on the company website).

According to article 13 and 14 EU Regulation 2016/679, therefore, we provide you with the following information:

1. OWNER, RESPONSIBLE AND AUTHORIZED

Data controller, pursuant to articles 4 and 24 of the EU Reg. 2016/679 is Texsus SpA, with registered office in Via Livornese di Sopra 82, 51013 Chiesina Uzzanese (PT), P. IVA 00905010476. The Owner can be contacted at the following e-mail address: privacy@texsus.it.

The updated list of Data Processors and any Authorized Persons is available at the company's registered office.

2. PURPOSE, LEGAL BASIS AND LAWFULNESS OF THE TREATMENT

The legal basis for processing is the execution of pre-contractual measures. In the cases expressly provided for (spontaneous provision of data belonging to particular categories, pursuant to art. 9 EU Reg. 2016/679) consent to the treatment freely expressed by the interested party is required. In the absence of consent, these data will not be processed. We inform you that we will treat your personal data in compliance with the conditions of lawfulness - pursuant to art. 6 EU Reg. 2016/679 - within the limits and to the extent strictly necessary to fulfill the following purposes:

- a) personnel research and selection purposes;
- b) guarantee the correct evaluation of your professional profile;
- c) for the formalization of the candidacy, for the purpose of a possible selection;
- d) execution / establishment of a possible and subsequent employment relationship or professional collaboration, in compliance with the legislative conditions in force.

This information refers to common data but may also concern particular categories of data, ie data suitable to reveal racial and ethnic origin, religious, philosophical or other beliefs, political opinions, membership of parties, trade unions, associations or organizations of a religious, philosophical, political or trade union nature, as well as personal data that can reveal the state of health. Where these data should be spontaneously provided by you, the processing by the company Texsus S.p.A. requires the release of your specific consent. In the absence of consent, these data will not be processed and will be immediately canceled.

3. ADDRESSEES OR CATEGORIES OF PERSONAL DATA ADDRESSEES

The data collected may be communicated to recipients, appointed pursuant to art. 28 EU Reg. 2016/679, which will process the data as external Managers and / or as natural persons acting under the authority of the Owner and Manager. Specifically, the data may be communicated to the following subjects / companies:

- studies or companies in the field of legal assistance and consultancy (personnel selection and training consultants);
- to the company Fintex & Partners Italia S.p.A. (parent company) for administrative, financial and accounting consultancy and for the activities indicated in the service supply contract;
- internal staff authorized for the evaluation and selection of applications;
- competent authorities for the fulfillment of legal obligations and / or provisions of public bodies, upon request.

4. TRANSFER OF DATA TO A THIRD COUNTRY AND / OR AN INTERNATIONAL ORGANIZATION

Personal data provided to the company will not be transferred abroad, either within or outside the European Union. It should be noted that the use of Google Drive or Dropbox may involve the transfer of data on servers located abroad (both EU and non-EU), always in compliance with the applicable provisions of law and, in any case, in compliance with maximum security.

5. CONSERVATION PERIOD OR CRITERIA USED TO DETERMINE THIS PERIOD

In compliance with the provisions of art. 5 EU Regulation 2016/679 and the principle of minimization, the data collected will be stored on protected computer systems or in paper form with methods that allow the identification of data subjects for a period of time not exceeding the achievement of the purposes for which personal data is collected and in any case for the entire duration of the employment relationship. The data provided will be stored in our archives according to the following parameters:

- curricula sent spontaneously by the candidates (and not considered relevant or interesting) will be promptly canceled and destroyed;
- the curricula considered "interesting" will be kept up to a maximum of 12 months;

The data belonging to particular categories pursuant to art. 9 Reg. EU 2016/679 (eventually conferred) will be kept until the consent freely expressed by the interested party is revoked. Any data ex. art. 9 Reg. EU 2016/679, erroneously indicated, will be immediately canceled.

6. RIGHTS OF THE INTERESTED PARTIES AND METHOD OF EXERCISE OF THE SAME

As an interested party, you may assert your rights under Chapter III (articles 15-22) of the EU Reg. 2016/679 by contacting the Data Controller by e-mail to the address privacy@texsus.it, by registered letter a / r - c / or the address of the registered office of the company - or by paper delivery. It should be noted that in the event of failure by the Data Controller to spontaneously adhere, you have the right to file a complaint before the Guarantor or a judicial appeal.

The rights he enjoys, pursuant to EU Regulation 2016/679, are precisely the following:

- obtain confirmation of the existence or not of personal data concerning you, even if not yet recorded, and their communication in intelligible form (right of access). In particular, the interested party has the right to access the following information: a) purpose of the processing; b) categories of personal data in question; c) subjects or categories of subjects to whom personal data may be communicated; d) the period of storage of personal data or the criteria used to determine this period; e) the existence of the right of the interested party to ask the holder to rectify or cancel the personal data concerning him or to oppose their processing; f) the right to lodge a complaint with the supervisory authority; g) information on the origin of the data, if not collected from the data subject; h) the existence of an automated decision-making process, including profiling, and in such cases at least the logic used; i) the right to be informed of existing guarantees if personal data are transferred to a third country; l) the right to obtain a copy of the personal data being processed;
- obtain: a) the adjustment or, when interested, the integration of the data (right of correction); b) the cancellation of personal data concerning him without unjustified delay (right to oblivion); c) the limitation of the treatment (right of limitation of treatment); d) the attestation that the aforementioned operations have been brought to the attention, even with regard to their content, of those to whom the data have been communicated or disseminated, except in the case where such fulfillment proves to be impossible or disproportionate;
- the right to receive their data in a structured format of common use and readable mechanically in order to reuse them for other purposes and through different services and the right to transmit their data from one Owner to another without impediment (right to portability) ;
- the right to object at any time, for reasons related to his particular situation, to the processing of personal data concerning you, including profiling. If the data is processed for direct marketing purposes, the data subject has the right to object at any time to the processing of personal data concerning him for these purposes (right of opposition);
- the right not to be subjected to a decision based solely on automated processing (including profiling) that produces legal effects that concern him or that significantly affects his person in a similar way;
- the right to revoke the consent at any time, without prejudice to the lawfulness of the processing based on the consent given before the revocation, if the treatment is based on the art. 6 par. 1, lett. a) EU Reg. or on art. 9 par. 2, lett. a) EU Reg.
- in certain situations, the right to receive communications regarding the violation of personal data.

7. METHOD OF DATA PROCESSING

The personal data you provide will be recorded, processed, managed and stored in paper form and / or with the aid of electronic computer tools and in any case in such a way as to guarantee their security and confidentiality. The processing will be carried out by expressly authorized internal staff. The processing of personal data takes place without the intervention of automated systems or processes and profiling is not carried out. We also inform you that in case of future recruitment, you will be provided with a new disclosure.

8. NATURE OF THE PROVISION AND CONSENT

The provision of personal data for the purposes referred to in point 2 is optional. Any partial or total failure to provide the data will however make it impossible to achieve the purposes referred to in point 3 and therefore the impossibility of managing and establishing any employment relationship with you. With reference to the c.d. "Special categories of personal data" it is necessary to express a specific and distinct consent. The consent, if provided, can be revoked at any time in the manner described in point 6.

9. DISCLOSURE OF DATA

The personal data collected will under no circumstances and for any reason be disclosed to third parties not authorized by the Owner and may be exhibited only at the request of the Judicial, Financial and Guarantor Authority, as well as to all other subjects to whom the communication is mandatory by law for the fulfillment of the aforementioned purposes.

**The Data Controller
Texsus S.p.A**