



CEMBRE

Information for candidates pursuant to articles 13 and 14 of the European Regulation 2016/679

This statement prepared pursuant to articles 13 and 14 of EU Regulation 2016/679 (hereinafter 'Regulation'), has the purpose of illustrating the purposes and methods with which the undersigned company CEMBRE S.P.A. (hereafter '**Cembre**' or '**Controller**'), with registered office in Brescia, via Serenissima no. 9 as Data Controller of personal data, informs you regarding the processing of your personal data provided by you as a candidate for the job positions offered by Cembre ('**Personal Data**') and which will be processed exclusively for the purposes connected with personnel selection and assessment.

The Data Controller undertakes to process your personal data and to keep them strictly confidential, with care and diligence, according to the provisions of current legislation and in the manner described below.

1. Collection and type of data processed

Personal data can be sent to Cembre in the form of a curriculum vitae (CV), by post, e-mail or by hand, directly by the persons concerned, or through qualified individuals authorized to carry out personnel search and selection activities.

It should also be noted that the Data Controller may also collect your personal data from other companies in the Cembre Group, pursuant to Recitals 47 and 48 and article 6.1 letter f) of the Regulation.

In particular, the personal data collected and processed by the author may include the following categories of personal data:

- a) common personal data: such as, by way of example but not limited to, personal and identifying information (e.g., name, surname, date of birth, address, image, gender, tax code, etc.), contact information (e.g., landline and/or mobile phone number, e-mail address, etc.), work and professional data (e.g., information on previous work experience), data relating to your educational path (e.g., qualifications obtained, training courses attended etc.) and any other information contained in the curriculum vitae, as well as personal data relating to your references and/or personal data possibly contained in tests or questionnaires submitted to you during the selection phase;
- b) possibly and in any case within the limits of what is required by the applicable legislation, data belonging to the 'special categories' pursuant to art. 9, para. 1 of the Regulation and, specifically, data relating to your health (for example, belonging to the so-called protected categories).

We invite you not to provide data belonging to the special categories referred to in art. 9, para. 1 of the Regulation unless this is strictly necessary for the purpose of the job position for which you are applying. On this occasion, the Data Controller will process such personal data pursuant to the Authorizations of the pro tem Italian Data Protection Authority in force. In any case, compliance with art. 8 of Law 300/1970 (so-called '**Workers' Statute**') by Cembre remains, which undertakes not to carry out any investigations, not even through third parties, on the political, religious or trade union opinions of the worker, as well as on any other fact that is not relevant for the purposes of assessing the professional predisposition of the candidate.

Cembre also ensures that it complies with all the criteria established by Law 125/91 to guarantee non-discrimination between genders in the selection process.

It is also possible that you spontaneously provide the Data Controller - as part of the aforementioned procedure - data relating to third parties. We inform you that, with respect to these possibilities, you act as an independent data controller with all legal obligations and responsibilities. In this sense, you grant the widest indemnity on this point with respect to any objection, claim, request for compensation for damage from processing, etc. that should reach the Data Controller from third parties whose personal data have been processed in violation of the applicable personal data protection regulations. In any case, if you provide or otherwise process personal data of third parties, you



CEMBRE

guarantee from now on - assuming all related responsibility - that this particular processing probability has a suitable legal basis which legitimises the processing of the information in question.

In any case, the personal data you provide will be processed within the limits strictly pertinent to the obligations, tasks and purposes referred to in point 2 below.

2. Purpose and legal basis of the processing, mandatory or optional nature of the processing

Your personal data will be processed by Cembre:

- a) to assess the consistency of your profile with respect to any open job positions and, in general, to manage personnel selection procedures, as well as to contact you in order to schedule and manage interviews that may be necessary, even in interactive or group mode, ('**Purpose of managing your application**'), pursuant to articles 6, para. 1, letter b) and 111-bis of Legislative Decree 196/2003 ('Privacy Code');

Once provided, your data could also be processed for the following purposes:

- b) fulfil any regulatory obligations to which the Data Controller is subject ('**Compliance Purposes**') pursuant to articles 6, para. 1, letter c) and 9, para. 2, letters b) and g) of the GDPR and 2-sexies, paragraph 2, letter dd) of the Privacy Code;
- c) satisfy any defensive purposes in and out of court and in the phases preceding the judgement ('**Defensive purposes**') based on articles 6, para. 1, letter f) and 9, para. 2, letter f) of the GDPR.

The provision of your personal data for the purposes referred to in point 2 is optional. Failure to provide them may, however, make it impossible for the Data Controller to take your application into consideration and/or to adequately evaluate your professional profile and/or schedule interviews.

3. Methods of data processing

The processing of your personal data will be done on paper and/or by electronic and/or telematic tools and, in any case, according to the methods and with the tools suitable for guaranteeing the security and confidentiality of the data, in compliance with the provisions of current legislation. In particular, all technical, IT, organisational, logistic and procedural security measures will be adopted, as required by current legislation, so that the minimum level of data protection required by law is guaranteed, allowing access only to persons in charge of processing by the Data Controller or the Data Processors designated by the Data Controller.

4. Recipients

Your personal data may be shared with the following persons:

- a) the company staff of the Data Controller in charge of processing pursuant to art. 29 of the GDPR and art. 2-quaterdecies of the Privacy Code, in particular the Human Resources office personnel;
 - b) the Human Resources office personnel (or another office responsible locally for personnel management) of the other Group companies;
 - c) persons who typically act as data processors pursuant to art. 28 of the Regulation, i.e. qualified persons who provide the company with services or services instrumental to the selection and research activities on behalf of the company and/or in any case consultants who assist the company in various capacities with particular reference to legal, tax, social security, accounting, organizational aspects; individuals and companies called upon to manage the company's electronic and/or telematic tools;
 - d) persons, bodies or authorities, independent data controllers, to whom it is mandatory to communicate your personal data by virtue of the provisions of the law or orders from the authorities. The updated and complete list of Processors is available from the Data Controller and in any case can be requested from the latter at the addresses indicated above.
- In any case, your Personal Data will not be disclosed.



CEMBRE

5. Transfer abroad

Some Personal Data may be shared with recipients who may be located outside the European Economic Area ('EEA'), Cembre ensures that the processing of Personal Data by these recipients is done in compliance with the applicable law.

6. Retention of your personal data

Once acquired, your personal data will be kept for a period not exceeding that necessary to pursue the purposes referred to in point 2, in compliance with the principles of minimization and limitation of retention pursuant to art. 5, para.

1, letter c) and e) of the Regulation.

More specifically, for the purpose of managing your application, your personal data received will be retained for a maximum period of 12 months, starting from when they were provided and/or from the receipt of your application.

At the end of this period, your data will be permanently deleted.

However, the Data Controller reserves the right to retain your data for as long as necessary to fulfil the regulatory obligations to which it is subject or to satisfy any defensive needs.

It is understood that in the event of hiring, your data processed in the context of the selection phase will go into the employee's file kept by the Data Controller and will follow the retention times and logic indicated in the advisory notice issued to personnel.

7. Rights of the Data Subject

Lastly, we remind you that you are entitled to the rights referred to in articles 15-22 in Chapter II and III of the Regulation and, in particular, you have the right to access your personal data (art. 15), to request their rectification (art. 16), updating and deletion (art. 17.1). if incomplete, erroneous or collected in violation of the law, as well as to object to their processing (art. 21) for legitimate reasons by addressing requests to the Data Controller, Cembre S.p.A., in the person of the legal representative pro-tem Data Processor, as well as to obtain the data concerning you in a structured format, commonly used and readable by an automatic device (art. 20). Furthermore, for the processing purposes for which legal consent is provided, you can always revoke the consent previously given pursuant to art. 7 of the Regulation

To exercise these rights, you can contact the Privacy Representative at Cembre S.p.A. via Serenissima no. 9 25135- Brescia or at the address privacy@cembre.com.

In any case, you will always have the right to lodge a complaint with the competent Supervisory Authority (Italian Data Protection Authority), pursuant to art. 77 of the Regulation or to appeal to the appropriate courts (art. 79), if you believe that the processing of your personal data is contrary to the legislation in force.

8. Changes

It should be noted that this privacy statement could be changed from time to time depending on the start-up of new services or for the purpose of introducing new technologies, industry practices and regulatory requirements, or for other purposes.

The Data Controller will inform you with relative notification if these changes are significant and will obtain your consent where required by current legislation.