



INFORMATION ON THE PROCESSING OF PERSONAL DATA FOR PERSONNEL SELECTION PURPOSES

The undersigned Company hereby informs you that for the purposes of personnel recruitment and selection, it may process, in its capacity as data controller, your so-called "personal" data, pursuant to and in accordance with the Personal Data Protection Code (Legislative Decree 196/2003) and subsequent amendments and the EU Regulation 2016/679 ("GDPR") and, therefore, informs you that:

1. DATA CONTROLLER

The Data Controller of personal data is KRIPTIA SRL - P. IVA: 01859830893, Via Raffaele Parravicini, 16 ITALIA who can be contacted by post at the same addresses or: by e-mail at INFO@KRIPTIA.IT or Pec at KRIPTIA@PEC.KRIPTIA.IT.

2. PURPOSE OF PROCESSING

The personal, identifying and curricular data, as well as any sensitive data, collected from the data subject or from third parties whose services the Data Controller uses for selection procedures, are processed and used to fulfil the data subject's request and, more specifically, to verify the prerequisites for recruitment and/or for starting a collaboration.

Your personal data will be processed exclusively for the purpose of evaluating your candidature for the possible future establishment of a working relationship with the Company or the stipulation of an agency contract. The processing is, therefore, necessary for the execution of pre-contractual measures taken at your request and is compulsory and essential by law and/or for the purpose of the execution of the contract with the consequence that your refusal to provide such data would preclude the Company from evaluating your application.

The collection will concern only common data; therefore, the candidate will not be required to indicate any so-called special data, as qualified by art. 9 of Reg. 2016/679 or health status. This is without prejudice to the circumstance in which the data in question must be known by reason of the employment relationship being established, with particular reference to whether the data subject belongs to protected categories and to any pre-employment medical examinations.

3. METHOD OF TREATMENT

The data is processed by computer, telematics and paper means.

4. NATURE OF CONFERMENT AND CONSENT

The provision of data is optional and it is up to the candidate to submit his/her curriculum vitae (so-called spontaneous candidature). With regard to the data subsequently and possibly requested by the Controller, failure to provide such data will make it impossible to proceed with the verification of the prerequisites for recruitment and/or the start of the collaboration and, therefore, the possible establishment of the relationship with the Controller.

Consent to the processing is not necessary pursuant to Article 24 of Legislative Decree No. 196/2003 as amended (Article 9 letter b Reg. 2016/679), as the processing concerns data contained in curricula voluntarily submitted by the Interested Parties for the purposes of the possible establishment of a work/collaboration relationship. The same applies to any sensitive data transmitted in the same manner by the Data Subject, for which consent is excluded by Art. 26 of Legislative Decree no. 196/2003 as amended, paragraph 3, letter B-bis).



A specific consent to data processing will be obtained at the time of the interview to the personnel who will be summoned.

5. COMMUNICATION

The data may be disclosed to employees and collaborators of the Company who, in their capacity as Data Processors, work in the Human Resources Department and/or in the relevant departments such as the Sales Department. Personal data may also be processed by third parties that the Company uses for the purposes of evaluating and selecting candidates, or disclosed to persons, associations or professional firms that provide assistance and consultancy services to the Company.

6. RETENTION TIMES

The data will be kept for a maximum of 12 months from the sending of your CV or from the date on which it was last updated by you.

7. PLACE OF TREATMENT

The provision of data is compulsory for all that is required by legal and contractual obligations, and therefore any refusal to provide such data in whole or in part may make it impossible for the undersigned to execute the contract or to properly perform all the obligations, such as those of a retributive, contributive, fiscal and insurance nature, connected with the employment relationship.

8. RIGHTS OF THE DATA SUBJECT

As a Data Subject, you have the possibility to exercise against the Company all the rights recognised and guaranteed by art. 7 et seq. of the Privacy Code and by the new provisions of the European General Regulation 679/16 (so-called GDPR), you will in particular have the right to obtain at any time

- a) confirmation as to whether or not personal data relating to him/her are being processed and, if so, to obtain access to the personal data as well as information on the categories of personal data processed, the recipients or categories of recipients to whom the personal data are or will be communicated, the expected storage period, the existence of the right to request rectification, erasure or restriction of processing, the right to lodge a complaint with a supervisory authority, the existence of an automated decision-making process, including profiling;
- b) the immediate rectification of inaccurate personal data and the integration of incomplete personal data
- c) the immediate deletion of personal data concerning him/her when consent is withdrawn, when it is no longer necessary for the purposes for which it was collected or otherwise processed or when the legal basis for its processing has ceased to exist, when it has been processed unlawfully or when such an obligation is imposed by law or by the judicial authorities
- d) the restriction of the processing of personal data concerning you if you dispute the accuracy of the data or the processing is unlawful or, although the Company no longer needs the data for the purposes of processing, the personal data are nevertheless necessary for the establishment, exercise or defence of a legal claim;
- e) personal data concerning you provided to the Company in a structured, commonly used and machine-readable format and to transmit such data to another data controller without hindrance from the



Company, if the processing is carried out by automated means. If technically feasible, you also have the right to obtain the direct transmission (so-called "data portability") of your personal data from the Company to another data controller;

f) the revocation of consent given for the processing of sensitive data.

In addition to the aforementioned rights, you always have the right to lodge a complaint on any matter concerning the processing of your personal data before the Italian Data Protection Authority.

The above rights may be exercised by sending a written request or by e-mail to the Company using the contact details provided in point 1 of this notice.

The Company will take care to inform you if it intends to further process the data provided by you for a purpose other than that for which they were collected.

The Data Controller