

Candidate information

Declaration of the owner to the interested party

Art. 13 and 14 EU Privacy Regulation - GDPR n. 2016/679

Gentlemen, with the present we intend, in compliance with the principle of transparency, to enable you to know our intentions regarding your personal data (from now on, for the sake of brevity, even just data) in order to allow you to evaluate all the consequences, to be able to accept or refuse the processing and check the follow-up of your data. At any time you will have the opportunity to request the correction or integration of your data, you can revoke the consent given; propose a complaint to the Guarantor.

Here are some brief clarifications: Personal data, pursuant to the Regulations, is any information concerning an identified or identifiable natural person ("interested party"); the natural person is considered identifiable who can be identified, directly or indirectly, with particular reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more characteristic elements of his physical identity, physiological, genetic, psychic, economic, cultural or social. By treatment we mean any operation or set of operations, carried out with or without the aid of automated processes and applied to personal data or sets of personal data, such as the collection, registration, organization, structuring, storage, "adaptation or modification, extraction, consultation, use, communication by transmission, dissemination or any other form of making available, comparison or interconnection, limitation, cancellation or destruction.



The owner, i.e. the legal person who determines the purposes and means of processing your data, is LECHLER S.p.A., with registered office in Como, via Cecilio 17.



The Privacy Department, i.e. the corporate functions that assist the Data Controller in the processing of Privacy. The interested party may, at any time, contact this department at the following e-mail address: departmentoprivacy@lechler.it in order to exercise their rights (specified below).

Purpose of processing

The data you make available to us will be processed by us for the purpose of selecting personnel for possible recruitment or for the purpose of profiling in the event that new and subsequent job opportunities arise. On the occasion of these treatments, in consideration of what is reported in the Curriculum Vitae, the company may become aware of data that the law defines as particular. The processing takes place according to the processing and classification methods of the data provided within the company, in full compliance with the principles included in art. 5 of the EU Regulation.

Processing methods

The data that you make available to us will be processed electronically or in paper form by persons specifically appointed by the data controller. Both the computer systems and the paper supports are managed and stored in such a way as to guarantee the security and confidentiality of the data. There is automated data processing including profiling (pursuant to Article 22 of the GDPR); profiling will be carried out using only the data strictly necessary for the purpose of subsequent selections, in compliance with the principles of relevance and proportionality.

Legal basis of the processing

As there is no contractual or other relationship between Lechler S.p.A. and the candidate, the consent of the same is requested (by signing this letter) for the use of the personal data acquired both for the selection activity and for any profiling activity. There are data without which it is not possible to manage what is indicated in the paragraph entitled "purpose of the processing". Our Company considers fundamental data, that is data the conferment of which the following data identifying natural persons is essential for the selection of personnel: personal data (name, surname, residential address, etc.), telephone numbers, e-mail addresses, tax code, educational qualification. If you do not provide us with the data that we consider essential, we will not be able to manage the selection of personnel.

Scope of knowledge of your data - Company internal flow

The following categories of subjects may become aware of your data, as managers or processors, appointed by the writer LECHLER S.p.A., data controller: - employees of the HR office; Function directors / managers.

Data communication - flow external to the company

Lechler reserves the right to transfer data also outside the EU, but always in countries to which there is an adequacy decision by the Commission which certifies an adequate level of protection.

Retention period

In the event that the selection process ends with your hiring, personal data will be processed by us in accordance with the information



that will be delivered to you as an employee. In the event that the outcome of the selection is negative, your personal data will still be stored in the company archives with the sole purpose of profiling for the purpose of any further selection and in any case for a period not exceeding 5 years. After that they will be canceled in full.

Rights

Below are your rights as expressed in Chapter III of the European Regulation: right of access (Article 15 of the EU Regulation), right of rectification (Article 16 of the EU Regulation), right of cancellation (Article 17 of the EU Regulation); right to limit the processing (Article 18 of the EU Regulation), right to data portability (Article 20 of the EU Regulation); right to object (Article 21 of the EU Regulation). At any time, however, you will have the opportunity to request the correction or integration of your data, you can revoke any consent given; propose a complaint to the Guarantor.

On this occasion, we extend our best regards.
Lechler S.p.A.

I give my free informed consent in order to authorize Lechler S.p.a. to process my data. _____

I give my free informed consent in order to authorize Lechler S.p.a. to profile my data _____