

Privacy Notice pursuant to Articles 13-14 of Regulation EU 679/2016 (“GDPR”)

In accordance with Articles 13 and 14 of Regulation EU 679/2016 (hereinafter, the “GDPR”), Finanza Dati Analisi S.r.l. wishes to inform you that the personal data you will provide or have provided to us by sending an application or during your interview with company staff will be processed according to the principles of correctness, lawfulness and transparency, respecting your confidentiality and current legislation.

1. Data Controller

The Data Controller of your personal data is the company Finanza Dati Analisi s.r.l., with registered office in Turin

(TO), Via Cernaia 31, in the person of its pro tempore legal representative, dataprotection@fida.financial, (hereinafter, the “Data Controller”).

2. Nature of the data

The personal data subject to processing include:

- your identification data (e.g. name, surname, age, gender, place and date of birth, private address, nationality, city and province of residence, email address, mobile phone number, office phone number, home phone number);
- data relating to your education and professional experience (e.g. current and previous jobs, information on recruitment or professional training, CV or work history, type of contract, national collective labour agreement of reference and role held in your current job, third party references provided on your behalf, professional skills, remuneration, the attribution of benefits, the existence of any non-compete agreements, attendance and notice period);
- data relating to your health (information relating to your health status or possible disability, if relevant to your ability or availability to work or the need for a custom workstation, for example, if you belong to certain protected categories).

The categories of data listed above are processed by the Data Processor in compliance with current legislation on personal data.

3. Purpose and legal basis of the processing

The processing of your personal data, including that relating to special categories of personal data pursuant to Article 9 of the GDPR, is necessary to allow the Data Controller to evaluate your application for the purpose of possibly hiring you for the position for which you applied or for other positions that may become available in the future, in accordance with the provisions of Article 6.1, Point (b) of the GDPR.

4. Processing methods

The Data Controller ensures full compliance with the binding provisions contained in the GDPR during all phases of processing. The data are collected from you and are organised in both computer and paper format. In particular, please note that your personal data are processed:

- using manual and IT tools;
- by persons duly appointed to carry out these tasks, constantly identified and/or appointed, appropriately trained and made aware of the restrictions imposed by law;
- adopting security measures aimed at guaranteeing the protection of your confidentiality and avoiding the risks

of loss or destruction, unauthorised access, or processing that is not permitted or does not comply with the aforementioned purposes

- in compliance with the limits established by Law No. 300/1970 (the “Workers' Statute”).

FINANZA DATI ANALISI Srl

5. Mandatory or optional provision of data and consequences of any refusal to respond

The provision of your personal data, as better illustrated in section 2 above, is mandatory and functional for the pursuit of the purposes described in section 3 above. Should you object to such processing, it will be impossible to continue the evaluation of your application for the purposes of possibly hiring you.

6. Subjects to whom your personal data may be disclosed

Your personal data will not be disclosed.

7. Rights of the data subject

Please note that, in relation to the aforementioned processing, you may exercise the rights set forth in Articles 15 et seq. of the GDPR. You have the right to obtain from the Data Controller confirmation as to whether or not personal data concerning you are being processed, as well as to access the personal data or request the modification, integration, updating, rectification or blocking of the same; you also have the right to obtain a copy of your data, the limitation of the processing and/or to object to the processing, as well as the right to data portability and to lodge a complaint with the relevant supervisory authority within the terms and limits established by Article 13 of the GDPR.

If you wish to exercise your right of access, you have the right to know whether your data are being processed, the purposes of the processing, the categories of personal data concerned, the recipients or categories of recipients to whom the personal data are disclosed (and, if in a third country, on the basis of which guarantees), the retention period of your data (or criteria for determining the retention period), the existence of automated decision making (including profiling) and information on the logic involved in such processing, and the origin of the data (if not initially collected by the Data Controller).

To exercise your rights, please send a written request to the addresses shown above, indicating in the subject "Privacy – exercise of privacy rights"

8. Duration of processing and storage of personal data

i. Your personal data will be processed by the Data Controller for the time necessary to evaluate your application

for the possible establishment of an employment relationship. If you receive and accept a job offer from the Data Controller, the personal data collected in the period prior to your hiring will be stored in the personal archive concerning you and retained for the entire duration of your employment, in relation to which, in any case, you will be provided a specific notice. If the Data Controller does not hire you, your data will be immediately deleted.

ii. Subject to your express consent, we may retain and process your personal data for the purpose of evaluating your application for other positions, for a period of no longer than 24 months.

Last updated on 13 February 2024