



Privacy notice ex art. 13 GDPR (EU) 2016/679 regarding personal data processing for applications in response to job announcement

This information is provided, pursuant to art. 13 of Regulation (EU) 679/2016 (hereinafter "GDPR"), to candidates who, in response to a job advertisement by Alfa Group S.p.A. (hereinafter also the "Company"), send their curriculum vitae to the Company.

1. Type of data processed

For the purposes indicated below, the Data Controller will process:

1. common personal data such as, but not limited to, identification data such as name, surname, residential address, nationality, date of birth, e-mail address, telephone number, data relating to the candidate's educational and professional background and/or additional data voluntarily provided by the candidate;
2. data belonging to the special categories referred to by Article 9 GDPR, if the data subject voluntarily refers to this data in his or her CV.

Therefore, the Data Controller recommends that you avoid reporting, providing or indicating, within your CV, personal data that you want to keep confidential.

In any case, the Data Controller will not process personal data exceeding the purposes indicated below and will process any data belonging to special categories referred to by art. 9 GDPR strictly according to the Italian Data Protection Authority's Provision containing special category data processing requirements, pursuant to art. 21, paragraph 1 Legislative Decree (D.lgs. 10 August 2018, n. 101).

2. Purposes of processing

Your data will be processed in order to proceed with the selection and evaluation of your application, for the purpose of recruiting, present and/or future, in accordance with your professional profile, and for the potential establishment of an employment relationship.

The legal basis for this processing is found in art. 6 par. 1 letter a) Regulation (EU) 2016/679. Any refusal to give consent will make it impossible for the Data Controller to proceed with the processing.

3. Nature of Personal Data Provision

The provision of your personal data, for the purposes mentioned above and in relation to art. 1 letter a) of this Privacy Notice, is mandatory and any failure to communicate the same would make it impossible for the Data Controller to evaluate your profile or schedule interviews.

The Data Controller also informs you that any failure and/or incorrect communication of mandatory information referred to above may cause the Data Controller to be unable to ensure the appropriateness of the processing.

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Alfa Group S.p.A.



4. Processing methods

The Data Controller, for the same purposes and/or, in any case, in accordance with the purposes mentioned above, may communicate your data to other companies belonging to the same Group for internal administrative purposes, and/or to third parties duly appointed by the Company as Data Processors pursuant to Article 28 of the GDPR. A list of these categories of recipients is available from the Data Controller and may be requested at any time.

The Data Controller will process your personal data with suitable manual procedures or with electronic tools in accordance with the principles of correctness, lawfulness, minimization, transparency and protection of data confidentiality in compliance with the obligations provided by law, regulations or European Union legislation.

5. Storage period

The Data Controller reserves the right to store your personal data for a maximum period of 12 months from their provision, in order to be able to consider the profile for any positions that may become available later and in line with your professional profile. At the end of the term above mentioned, the Data Controller will proceed with the cancellation of your personal data.

6. Dissemination and communication

Your personal data will not be disseminated in any way; communication will only be made in the context strictly related to the evaluation of your CV for the purposes mentioned above.

7. Data Controller

The Data Controller is the company Alfa Group S.p.A, with registered office in Via Fiume Giallo, 3 – 00144 Rome, VAT number and Tax Code: 05174111004. The Data Controller has appointed a Data Protection Officer whom you can contact to exercise your rights, as well as to receive any information relating to them and/or this Policy, by writing an e-mail to the following address: privacy@alfagroup.it.

8. Rights

Data subjects have the right to obtain from the Data Controller, in the cases provided for, access to their personal data and the rectification or erasure of the same or the limitation of the processing that concerns them or to object to the processing (Articles 15 et seq. of EU Regulation 2016/679) by writing to the following address: privacy@alfagroup.it.