

## **Privacy policy for candidates pursuant to art. 13 of the GDPR**



### **Who is the data controller?**

The Data Controller is Engineering Ingegneria Informatica Spa, VAT number 00967720285, with headquarters in Rome Piazzale dell'Agricoltura 24 (hereinafter the "Owner") which also operates in the name and on behalf of its subsidiaries, following an explicit joint controllership agreement, for the area of Human Resources and Organizations General Management, for this specific processing phase.  
The Data Protection Officer (hereinafter, "DPO") is: reachable at [dpo.privacy@eng.it](mailto:dpo.privacy@eng.it).



### **Which data will be processed?**

1) **common data**, such as personal information (ae name, surname, etc.), contact information (ae telephone number, e-mail address, etc.), **work and professional data**, as well as any other information contained in the curriculum vitae sent by you; Common data and professional data contained in your **social media profiles** (e.g. LinkedIn) and made freely available on the internet; any **additional documents** requested by the Data Controller for the purposes of the correct fulfillment of the formalities necessary for the establishment of the employment relationship; You will also be asked for information on the existence of family members who work in the public administration or on any regular relationships with managerial figures of private clients of the Engineering Group.

2) "**Special**" data collected through your curriculum as defined in art. 9 of the GDPR, which can reveal the state of health (information about belonging to the so-called protected groups).

3) data relating to the **social security situation and/or previous employment** useful to the recognition of benefits or the provision of contributions (e.g. benefits provided for the employment of persons receiving NASPI, Extraordinary Redundancy Fund, etc.), of the application of legislation on social security and assistance, also integrative.



### **Why does Engineering use your personal data?**

**1. To assess the adequacy of your profile with open job positions, to manage the procedures for selecting employees/collaborators and to schedule interviews;**

Legal bases of the mentioned purposes are:

- Adoption of pre-contractual measures requested by the data subject, conclusion and execution of a contract in order to enter into a work relationship (Article 6, paragraph 1, letter b) of the GDPR)

- Legitimate interest of the company activity (Article 6 par.1, letter f) of the GDPR)

Interest in finding professionals for specific job positions that are needed within the company.

Interest of the Data Controller to be familiar with the close relationships of the candidates in order to prevent conflicts of interest and the unethical use of the job position for personal gain. (Expressed in the Company Code of Ethics par 2.1.4. available at: <https://www.eng.it/corporate-governance/>)

-To fulfill the obligations and exercise specific rights in the field of labor law and social security and social protection ... (Article 9 par. 2, letter b) of the GDPR)

- The processing is necessary to fulfill a legal obligation to which the data controller is subject (Article 6 par.1, letter c) of the GDPR)

The provision of your personal data for these purposes is optional but failure to provide it could make it impossible for Engineering to evaluate your profile or to be able to schedule interviews.

**2. To perform testing activities in the context of the development of new intelligent IT systems and processes that analyze the information contained in the curriculum in order to improve internal systems.** The legal basis is the legitimate interest of the Data Controller (Article 6 par.1, letter f) of the GDPR)

**3. Organize professional training courses reserved for candidates who meet specific requirements.** The legal basis is the legitimate interest of the Data Controller (Article 6 par.1, letter f) of the GDPR)

It is also possible that the personal data of third parties sent by you to the Data Controller may be processed. With respect to these hypotheses, you grant the widest indemnity in relation to any dispute, claim, request for compensation for damage arising from the data processing, etc. that should reach the Data Controller from these subjects whose personal data have been processed through your spontaneous submission in violation of the applicable rules on the protection of personal data.



#### **How long is your personal data kept?**

Your personal data will be kept for 12 months from their conferment and may be used to contact you and to invite you to attend job interviews. Before the expiry of this period, you will receive a request to update your personal data: in the absence of your reply, after the deadline indicated above, your personal data will be permanently deleted. Otherwise, in the event of a positive response, your personal data will be updated and stored for another 12 months. However, the Data Controller reserves the right to keep your data for as long as necessary to fulfill the regulatory obligations to which it is subject or to satisfy any defensive needs.



#### **Who will your personal data be shared with?**

Your Personal Data may be shared with natural or legal persons expressly authorized to process your personal data pursuant to art. 28 and 29 GDPR or with public authorities if it is mandatory to communicate personal data under the provisions of the law. The complete and updated list of data recipients can be requested from the Data Controller or the DPO, at the addresses indicated above



Regarding the possible transfer of Personal Data to Third Countries, the Data Controller guarantees that the processing will take place with respect of the safeguards prescribed in Chapter V of the GDPR



#### **What are your rights?**

You have the right to access the data concerning you at any time. In particular, you can request the rectification, erasure, restriction of processing data in certain cases, to obtain the portability of data concerning you in certain cases, as well as to lodge a complaint with the competent supervisory authority. You can also object to the data processing with the request in which you should explain the reasons justifying the objection.

If you want to exercise your rights, please write to [dpo.privacy@eng.it](mailto:dpo.privacy@eng.it) or to the Data Controller at the addresses indicated above.

Furthermore, those who have sent their application through the “Fa.RE” platform of the Data Controller can have access to their personal data at any time and exercise the right to erasure by deleting the entire profile or only specific job applications.

We remind you that you can remove your special (sensitive) data from your CV, as you are under no obligation to communicate them to us.