

INFORMATION MADE TO CANDIDATES PURSUANT TO ART. 13-14 OF THE EUROPEAN REGULATION N. 2016/679 AND 111BIS OF THE CODE REGARDING THE PROTECTION OF PERSONAL DATA D. LGS 196/2003

This information is provided to candidates by I.C.S. - Industria Costruzioni Stampi Spa, as Data Controller, in order to inform them about the methods of processing personal data concerning them, even of a particular nature pursuant to art. 9 of the European Regulation n. 2016/679 ("GDPR").

The personal data concerning the candidate ("interested") processed by I.C.S. - Industria Costruzioni Stampi Spa are legitimately obtained directly from the interested party who spontaneously provided the transmission of their curriculum vitae in digital format and / or the material delivery of the same to the Owner; or by personnel research and selection companies or public bodies such as schools and universities that collaborate with the Data Controller and to which the candidate has sent his / her curriculum vitae.

The Data Controller is I.C.S. - Industria Costruzioni Stampi Spa, VAT number 00444910186, with legal and operational headquarters in Via Maura Ponti snc, 27010 - Copiano (PV). telephone: 0382975001, PEC: ics-spacopiano@pec.it.

Purpose of the treatment. The processing of personal data is carried out for the following purposes:

A. allow the participation of the candidate in the process of selection and evaluation of the professional profile;

Legal basis. The processing is carried out legitimately on the basis of the following conditions:

- for common data, execution of pre-contractual measures adopted at the request of the interested party pursuant to art. 6, paragraph 1, letter b) GDPR.
- only for data belonging to particular categories (formerly sensitive data), the need to fulfill the obligations and exercise the specific rights of the Data Controller or of the data subject regarding labor law and social protection (Article 9, paragraph 2, letter b GDPR), as well as to guarantee equal opportunities in work, within the limits of what is allowed by the General Authorization n. 1/2016 of the Guarantor for the protection of personal data and subsequent amendments, relating to the processing of sensitive data in employment relationships.

Therefore, by virtue of the General Authorization, the data suitable for revealing the state of health (e.g. belonging to protected categories) and the racial and ethnic origin of the candidates may be processed even without the consent of the interested party if are necessary for the establishment of the employment relationship and / or collaboration with the Data Controller.

The provision of personal data is optional; however, their failure, partial or incorrect conferment may make it impossible to evaluate and select the candidate.

Categories of personal data: The processing for the purpose of selecting and evaluating the candidate exclusively concerns the data contained in the curriculum vitae (personal data, contact data, image, training, work experience, etc.) as well as any additional data collected in interview location.

Any data deemed irrelevant or in any case exceeding the purposes will not be processed. Candidates are therefore invited to refrain from sending information that is not strictly related to the evaluation of the professional profile.

As already indicated, the processing could also involve data suitable for revealing the state of health and racial and ethnic origin, to the extent that knowledge is necessary for the selection of the candidate, taking into account the particular duties and / or specificity of the professional profiles required.

Recipients. The candidate's personal data may be disclosed, for the purposes described, to the following categories of recipients: professionals (accountant, law firm, labor consultant, occupational doctor, selection consultants), agencies and public bodies, supervisory bodies and judicial authorities, IT service providers. The subjects belonging to the categories indicated above will process the data of the interested parties, as appropriate, as independent Data Controllers or external Data Processors, duly appointed pursuant to art. 28 GDPR.

The candidate's personal data are not transferred to recipients based outside the European Union (EU) or the European Economic Area (EEA).

Duration of treatment. The treatment has a duration equal to that of the selective phase and the data will subsequently be stored for a maximum period of 24 months, except in the case of the establishment of the employment relationship. The retention period may vary according to the candidate's professional profile. Automated decision and / or profiling. The personal data of the candidate are not subject to an automated decision nor are they used for profiling purposes.

Rights. Interested parties have the right to ask the Data Controller at any time:

- access to data concerning them pursuant to art. 15 GDPR;
- the correction of inaccurate data and the integration of incomplete data pursuant to art. 16 GDPR;
- the deletion of data, in the existence of one of the requirements indicated by art. 17 GDPR, including the withdrawal of consent in cases where the processing is based on it;
- the limitation of processing in the cases provided for by art. 18 GDPR;
- the portability of data pursuant to art. 20 GDPR;
- opposition to processing in the hypothesis of legitimate interest of the owner pursuant to art. 21 GDPR.

For the exercise of their rights, interested parties can address their requests by writing an email to one of the following email addresses:

- PEC: [ics-spacopiano@pec.it](mailto:ics-spacopiano@pec.it)
- Mail: [info@ics-spa.it](mailto:info@ics-spa.it)

Alternatively, the interested party can send a registered letter with return receipt to the address of the Owner. The Owner undertakes to provide a reply to the interested party within 30 days of receipt of the request and in the event of inability to meet these deadlines, reserves the right to justify any extension of the terms provided.

Furthermore, the interested parties have the right to lodge a complaint with the competent Supervisory Authority in the Member State in which they usually reside or work or in the State in which the alleged violation of the Regulation has occurred.