

PRIVACY NOTICE “WORK WITH US” PURSUANT TO ART. 13 OF THE EUROPEAN GENERAL DATA PROTECTION REGULATION (GDPR)

Hereby, the company Zefiro Srl, with its registered office in Pistoia (PT), Via di Montebuono 23, 51100, tax code and VAT no. 01449860475 (hereinafter, the **Company**), as the data controller, informs you how your personal data will be processed when sending your application. Your personal data will be collected and processed by the Company in accordance with Regulation (EU) 2016/679 of the European Parliament and of the Council of April 27, 2016 on the protection of individuals with regard to the processing of personal data and its implementing legislation (hereinafter, jointly, the **Regulations**).

1. DATA PROVIDED AND PURPOSE OF PROCESSING BY APPLICANTS

The personal data concerning you collected and processed by the Company are:

- a) identification data, such as first name, last name, place and date of birth, residence, telephone and computer contact information;
- b) data related to educational qualifications and past experience;
- c) other data you voluntarily provided when completing your curriculum vitae, including your photograph.

All data provided by you in connection with your application will be processed for the purposes of:

- i) assessment of your profile, aptitudes and professional skills;
- ii) recruitment and selection of personnel;
- iii) planning of selection activities.

At this stage of recruitment and selection of personnel, the Company needs to collect only the data related to the possible membership in protected categories, without further details; therefore, we invite you not to include in your curriculum vitae any sensitive data (related, for example, to health status, religious beliefs and political opinions), with the warning that if they are indicated these will be immediately deleted, unless the candidate gives express consent to the processing of this type of data.

2. METHODS OF PROCESSING

For the purposes indicated above, the processing of data by the Company will take place using manual, computerized and telematic tools with logic strictly related to the purposes themselves and, in any case, in such a way as to ensure the security of the same and always in full compliance with the regulations in force on the protection of personal data.

3. LEGAL BASIS OF THE PROCESSING

Processing for the purposes indicated in paragraph 1 points (i), (ii) and (iii) are carried out in order to give effect to your request for collaboration with the Company and do not require your consent under Article 111-bis of Legislative Decree No. 196/2003.

4. OBLIGATORY OR OPTIONAL NATURE OF THE PROVISION OF DATA

The provision of personal data is optional and voluntary. Failure to provide your data may result in the impossibility of submitting your application and being included in the selection of interest.

5. SCOPE OF DATA CIRCULATION AND COMMUNICATION

Your personal data will be processed by, and made accessible only to, data processors appointed by the Company.

Except as noted above, your data will not be further communicated and/or circulated outside the Company's own organization.

6. PLACE AND PERIOD OF DATA STORAGE

Your personal data will be stored in the servers available to the Company located in the European Union. The Company will not transfer your personal data outside the European Union.

Personal data concerning you will be retained by the Companies for the entire calendar year in which the application is submitted and for the following calendar year. In case of updating a previously submitted application, the allowed retention period will be understood to be automatically renewed. In case you wish to request the deletion of your data before the above-mentioned period, it will be sufficient to send a request to that effect to the email address given in paragraph 8 of this policy.

7. RIGHTS OF THE APPLICANT

We remind you that you have the right to:

- a) access your personal data;
- b) obtain a copy of the personal data you have provided (so-called portability);
- c) request rectification of your data held by the Company;
- d) limit the manner in which your data is processed or object to its processing;
- e) request the deletion of any data for which there is no longer any legal basis for processing by the Company;
- f) revoke consent, in the event that the processing of data is based on consent, it being understood that the revocation of the same will determine the impossibility for the Company to continue in the requested services; and
- g) the possibility of lodging a complaint with the Data Protection Authority.

8. CONTACT DETAILS FOR ASSERTING RIGHTS

The owner of the processing of your personal data is Zefiro Srl, with registered office in Pistoia (PT), Via di Montebuono 23, 51100, tax code and VAT no. 01449860475. By writing to privacy@replast.it you may contact the data controller to transmit requests for information or reports and to exercise the rights indicated in paragraph 7 above.