

## **NOTICE PURSUANT TO LEGISLATION ON PERSONAL DATA PROTECTION.**

We hereby issue this notice pursuant to art. 13 of the Regulation (EU) 2016/679 (hereafter, "GDPR") concerning the protection of individuals and the processing of their personal data.

### **Purposes and legal bases of processing**

Your Personal Data are processed by CALZATURIFICIO S.C.A.R.P.A. S.P.A. for purposes related to or instrumental in recruiting candidates, namely:

1. Signing up through the reserved area, in which you can register and submit your CV, as well as update, modify or delete it. You will be sent credentials to be kept for this purpose.
2. Pursuing and recruiting personnel, with the support of paper-based, computer or telematic means suitable for ensuring that data processing remains secure and confidential

Processing, which is necessary for the implementation of pre-contractual measures adopted at your request, is based on principles of correctness, lawfulness, transparency and the protection of your privacy and rights; your consent is only required if you disclose personal information belonging to special categories (e.g. that you belong to a protected group or are a member of a trade union).

### **Data retention period**

Your personal data will be used for the recruitment process and will be retained for a maximum period of 24 months. After said retention period expires, your data will be destroyed or made anonymous.

### **Nature of the provision of data and consequences of refusal**

The provision of data is necessary in order to fulfil the above-mentioned purposes, as without it our company would be unable to evaluate your profile.

### **Categories of recipients**

For the purposes detailed above, any data collected and processed may be disclosed to internal staff authorised to process them within scope of their duties, as well as to the following external entities:

- any companies or third parties involved in recruiting personnel;
- professionals or service companies working on behalf of our company, particularly the company that hosts and provides the web platform, through a cloud-based service, which enables CALZATURIFICIO S.C.A.R.P.A. S.P.A. to process data and store CVs;

Should they process data on behalf of our Company, these recipients will be designated as data processors by contract or via another legal agreement.

### **Transfer of data to a third country and/or an international organisation**

Your personal data will not be transferred to any Third Country outside the EU.

### **Rights of Interested Parties**

You have the right (see articles 15 -22 of the GDPR) to ask our Company to access your personal data and to have them rectified if inaccurate, to have them deleted or processing limited if conditions are met, or to object to their processing for the legitimate interests pursued by our Company. You also have the right to the portability of the data you provide if they are processed by automated means either on the basis of consent or for the performance of the contract.

You have the right to withdraw consent for the purposes of processing which may require it, without prejudice to the lawfulness of processing carried out until such withdrawal.

You also have the right to lodge a complaint with the relevant supervisory authority, *Garante per la protezione dei dati personali* (The Italian Data Protection Authority).

**Parties responsible for processing**

The Data Controller is [CALZATURIFICIO S.C.A.R.P.A. S.P.A. Via Enrico Fermi 1 31011 ASOLO \(TV\) ITALY](#), which may be contacted via the following address: [privacy@scarpa.net](mailto:privacy@scarpa.net)