

PRIVACY NOTICE TO CANDIDATES

This Privacy notice describes how we process your personal data and explains your rights, pursuant to Regulation (EU) 2016/676 (GDPR).

1. Identity of the controller

The Data Controller is Fairmat S.r.l. (hereinafter “the Controller”) with head office in Verona, Piazza Brà 28 - 37121; contact email: privacy@fairmat.com.

2. Purpose of data processing

Your personal data are processed for the following purposes:

- [1] To identify and select profiles with the necessary skills for the purpose of staff expansion/possible collaborations (including trainees/apprenticeships);
- [2] Evaluate candidates for possible employment, including apprenticeship/collaboration/start-up/apprenticeships; and
- [3] Verify the completeness and accuracy of the candidate's CV and required academic and professional qualifications.

3. Source of the data

The personal data processed are provided by the data subject or otherwise acquired by the Data Controller in connection with:

- submission of voluntary application/request for cooperation by the data subject and also in response to advertisements published on various communication channels, including platforms dedicated to recruitment (e.g. LinkedIn);
- research carried out by the Data Controller on databases of entities (e.g. Almalaurea);
- referrals from third parties, including recruitment companies and employment agencies.

4. Data categories

The personal data processed belong to the following categories:

- personal data; data related to educational and professional background;
- only if strictly necessary and exclusively for the specific special cases: data related to health (e.g. possible membership in protected categories), the processing of which is carried out in full compliance with the provisions contained in the Provision of the Guarantor No. 146 of June 5, 2019).

5. Lawful basis of processing

The personal data of our applicants are lawfully processed for:

[1] the performance of a contract to which the data subjects are party or of pre-contractual measures taken at their request (purposes 1,2)

[2] for legitimate interest of the Data Controller, which operates in accordance with the provisions of the relevant international standards (ISO), in order to ensure high standards of quality and safety of its services, for the benefit of its leading image, with inevitable effects on its staff in terms of professional qualification. (purpose 3)

6. Processing and retention method

Processing of your data is handled with automatic and manual tools, in compliance with the principles and provisions of the GDPR, by specifically authorized and trained subjects.

7. Data recipients

The Controller will not disseminate your personal data, i.e., will not give knowledge of them to unspecified subjects, in any possible form, including making them available or simply consulting them.

They may, on the other hand, be communicated to the workers who work in the employ of the Owner, and for this appropriately trained and authorized; to the Data Processors appointed and contracted ex art 28 of the GDPR; to the subjects entitled to access them by virtue of provisions of the law, regulations, community norms; to the subjects in charge of carrying out checks on the compliance of the company system.

8. Data recipients

Under no circumstances shall the Data Controller transfer personal data to third countries or to international organizations. The Controller could use cloud services, selecting suppliers capable of providing adequate guarantees, as required by art. 46 of the GDPR.

9. Data retention

The Data Controller retains and processes personal data for as long as necessary to pursue the stated purposes. Specifically, candidate data are retained for:

- 36 months from the date of data acquisition [purpose 1];
- a maximum period of 5 years and then permanently deleted [purpose 2].

10. Data Provision

The data subject may refuse to provide his or her personal data since the provision of such data is optional. Refusal may prevent the Data Controller from following up on any processing activities and the pursuit of related purposes.

11. Data subjects' rights

In As a "data subject", viz. a natural person whose personal data is being processed, you can exercise your rights specified in the following articles of the GDPR:

15 – right to access to data,

- 16 – right to rectify,
- 17 – right to erasure (right to be forgotten),
- 18 – right to restrict processing,
- 20 – right to data portability,
- 21 – right to object,
- 22 – right to object to automated decision-making process

by writing to the Controller, at the above-mentioned address, specifying the subject of your request, the right you intend to exercise and sending the request to the Controller, to allow him to check your identity and ascertain the legitimacy of the request. The legitimate exercise of your rights does not entail any cost to you. The Controller guarantees a response within one month.

12. Lodging of a complaint

As a "data subject" you have the right to lodge a complaint with the Supervisory Authority of the State of residence.

13. Automated decision-making processes

Under no circumstances shall the Controller carry out processing of personal data that involves automated decision-making processes capable of producing legal effects or in any case significantly impacting on your person.

Date of last update: February 29th , 2024.