

Dear applicant,

Turin, May 18th, 2018

Privacy Policy pursuant to art. 13 of the UE Regulation 2016/679 on the processing of applicants' personal data

Data Controller

We hereby inform you that, in compliance with Regulation EU 2016/679 (henceforth "**Regulation**"), your personal data, gathered to the purpose of selecting and assessing our staff, will be processed by Gruppo Thema Progetti S.r.l. with headquarters in Via Giolitti 39 – 10123 - Turin, in its role as data controller ("**Controller**").

Types of processed data

The Controller will process personal data (art. 4(1) of the Regulation), including, among others, your name, surname, mobile phone number and special categories of data, including, among others, data revealing racial or ethnic origin, religious beliefs, political opinions, political party membership, trade union membership, membership in religious or philosophical associations or organisations and your health (for instance, belonging to one of the groups protected by the equality legislation - the so-called protected categories).

The data collected during the selection process and provided by you can also concern your family and relatives.

Purposes, legal basis and optionality of the processing

Your personal data will be processed to the **purpose of selecting and assessing staff for a possible employment or collaboration relationship with Gruppo Thema Progetti**.

The **legal basis** for the processing is the execution of pre-contract measures (art. 6(1)(b) of the Regulation), the explicit consent to the processing of those data belonging to special categories (art. 9(2)(a) of the Regulation), the legitimate interest of the Controller to ensure the fitness of the applicant to cover the specific job opening (art.6(1)(f) of the Regulation).

Any processing of such special data can be carried out in compliance with art. 9.2.A) of the Regulation, and only under your previous **explicit consent** and in compliance with the currently applicable authorizations on the protection of personal data. In this regard, if not strictly necessary, we ask you not to provide this type of information. Otherwise, should you decide to provide it, we will ask you to give your specific consent in compliance with the existing legislation on personal data protection.

If such consent to the processing of your special data is not given, should you give this type of data it will not be possible to take them into account to the purpose of your application.

The provision of your personal data for the above-mentioned purposes is optional. However, if your data are not provided, it will not be possible to adequately assess your professional qualities.

Recipients of personal data

Your personal data may be shared with natural persons authorized by the Data Controller, subject to the previous signing of a confidentiality agreement (such as employees of the HR/Administration departments and system administrators).

For a complete and updated list of the processors, please contact gtp@gtp.it

The Data Controller will not transfer your personal data outside the European Economic Area.

Storage of personal data

Your personal data will be stored for a period of 12 months. This is without prejudice to any further storage as required by the applicable legislation, including art. 2946 of the Italian Civil Code. Further information can be obtained from the Controller.

Your privacy rights, pursuant to art. 15 et seq. of the Regulation

You have the right to ask the Controller, at any moment, to access, rectify, or erase your personal data; to object to their processing or ask for a limitation of their processing in the cases under art. 18 of the Regulation. You also have the right to receive the personal data concerning you in a structured, commonly used and machine-readable format in the cases under art. 20 of the Regulation.

All requests must be addressed in writing to the following address: gtp@gtp.it

You always have the right to lodge a complaint with the supervisory authority (Garante per la Protezione dei Dati Personalini), pursuant to art. 77 of the Regulation, whenever you believe that your data have been processed in violation of the existing legislation. You can withdraw the given consent at any time (art. 7(3) of the Regulation), without prejudice to the lawfulness of the data processing carried out before such withdrawal of the consent.

We remind you that you can remove your sensitive data from your CV, as you are not required to provide them. However, if you believe that they are necessary to the purpose of your application, you will have to consent to their processing. Otherwise, we will not be able to process them.

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