



**PRIVACY POLICY CONCERNING THE PROCESSING OF PERSONAL DATA PURSUANT TO
ARTICLES 13-14 OF (EU) REGULATION 2016/679**

FLOWDRON S.R.L.

DATA SUBJECT: CANDIDATES TO BE CONSIDERED FOR ESTABLISHMENT OF AN EMPLOYMENT RELATIONSHIP.

Flowdrón S.r.l. in its capacity of Data Controller with regard to the processing of your personal data pursuant to (EU) Reg. 2016/679 (hereinafter the 'GDPR'), hereby informs you that the said regulation protects data subjects with regard to the processing of their personal data and that the said processing will take place in a fair, lawful, transparent manner which protects your privacy and your rights.

Your personal data will be processed in accordance with the terms of the above legal provisions and the confidentiality obligations contained therein.

It is useful to specify that, for the purposes of the indicated processing, the Data Controller may become aware of special categories of personal data and in detail: membership in trade unions, racial or ethnic origins, health status, religious beliefs. The processing of personal data for these special categories is carried out in compliance with Art. 9 EU Reg. 2016/679.

PURPOSES: your personal data may, with your consent, be used for the following purposes: selection of personnel for the establishment of an employment relationship.

The provision of the data is optional for you with regard to the above-mentioned purposes, and your refusal to process it does not affect the continuation of the relationship or the appropriateness of the processing itself.

PROCESSING PROCEDURES: your personal data may be processed by the following ways: with electronic calculators using software systems managed or programmed directly; outsourced to third parties for processing operations; with electronic calculators; with paper files.

All data are processed in compliance with the procedures specified in Articles 6 and 32 of the GDPR and with the adoption of the appropriate security measures required.

DATA PROCESSORS: your data will only be processed by staff specifically authorized by the Data Controller, and specifically by the following categories of staff: programmers and analysts; administration office; commercial office.

DISTRIBUTION: your personal data will not be distributed in any way.

DATA STORAGE PERIOD: in accordance with the principles of lawfulness, limitation of purpose and minimization of data, pursuant to Art. 5 of the GDPR, the data storage period for your personal data is established as a period of time not exceeding the purposes for which the data were collected and processed and complying with the compulsory times required by law.

DATA CONTROLLER: Flowdrón S.r.l. (VAT 09994870963) with registered office in Via Melchiorre Gioia n. 66, 20125 - Milan (Italy), in the person of its legal representative.

RIGHTS OF THE DATA SUBJECT: you have the right to obtain from the owner the cancellation (right to be forgotten), the limitation, the updating, the rectification, the portability, the opposition to the processing of personal data concerning you, as well as in general you can exercise all the rights provided by Articles. 15, 16, 17, 18, 19, 20, 21, 22 of the GDPR.

You are entitled, by application to the Data Controller, to obtain the erasure (right to be forgotten), restriction, updating, rectification and portability of your personal data, to object to their processing, and in general to exercise all your rights under articles 15, 16, 17, 18, 19, 20, 21 and 22 of the GDPR.

The data subject has the right to obtain confirmation as to whether or not personal data concerning him or her exist, regardless of their being already recorded, and disclosure of such data in intelligible form, and the right to lodge a complaint with the supervisory Authority.



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The data subject has the right to be informed of: the source of the personal data; the purposes and methods of processing; the logic applied if the data are processed by electronic devices; the identification data concerning the Data Controller, the Data Processors and the representative designated as per Article 5.2; the entities or categories of entity to whom or which the personal data may be disclosed and who or which may get to know said data as designated representative in the State's territory, as data processors or as persons in charge of the processing.

The data subject is entitled to obtain: a) the updating, rectification or, where interested therein, integration of the data; b) the erasure, anonymization or blocking of data that have been unlawfully processed, including data whose retention is not necessary for the purposes for which they were collected or subsequently processed; certification to the effect that the operations as per letters a) and b) have been notified, as also related to their contents, to the entities to whom or which the data were disclosed or disseminated, unless this requirement proves impossible or involves a manifestly disproportionate effort compared to the right that is to be protected; the portability of the data.

The data subject has the right to object, in whole or in part: on legitimate grounds, to the processing of personal data concerning him/her, even though they are relevant to the purpose of the collection; to the processing of personal data concerning him/her, where it is carried out for the purpose of sending advertising materials or direct selling or else for the performance of market or commercial communication surveys.