

CANDIDATE INFORMATION

Information on personal data processing pursuant to art. 13 of Regulation (EU) no. 2016/679

Pursuant to art. 13 of Regulation (EU) no. 2016/679 (hereinafter "GDPR"), information is provided below regarding the processing of the Candidate's personal data, which the undersigned Company carries out for the purpose of establishing an employment relationship. The processing is based on the principles of correctness, lawfulness, transparency and protection of privacy and your rights.

1. Data controller.

The Data Controller, to whom you can contact to assert the rights referred to in the art. 8 subsequently referred to, is CAVOURESE S.p.A., Tax Code and Turin Company Register no. 00519860019, REA Turin n. 187789, VAT number 00519860019, tel. +390113970000, email privacy@cavourese.it. The Data Controller has designated a Data Protection Officer (DPO) who can be contacted at the email address privacy@cavourese.it.

2. Purpose of the processing and nature of the data

The personal data being processed are identification and contact data, as well as any other information reported in the CV or which the candidate communicates to the Data Controller for the aforementioned purposes.

Furthermore, in the context of any subsequent interviews with the candidate, aimed at evaluating the possibility of hiring, the Data Controller may collect further information on the candidate himself, pertinent to the selection process and the job involved, including, where required by the applicable rules, judicial data (data relating to criminal records and certificate of pending charges) and data relating to the state of health, to check physical and attitudinal suitability. The purpose of this processing of such personal data is to evaluate the candidate in view of the possible establishment of an employment relationship with the Data Controller.

3. Legal basis of the processing

The processing is carried out to satisfy the request for examination of the application that the interested party expresses, even implicitly through the simple sending of his/her curriculum vitae and/or the cover letter or other communication of similar content, for the purposes of the possible establishment of a employment relationship. The legal basis of the processing is therefore the execution of pre-contractual measures adopted at the request of the candidate himself.

4. Method and place of data processing

The processing of data for the aforementioned purposes takes place, also through Managers appointed in compliance with the applicable rules, with both automated methods, on electronic support, and non-automated methods, on paper support, in compliance with the applicable rules and internal provisions suitable to guarantee confidentiality and protection.

The data is processed and stored at the registered office and operational offices according to which the Company is organised. The data will not be transferred outside the European Union.

5. Mandatory or optional nature of providing data and consequences of any refusal.

The provision of data is necessary for the evaluation of the candidate in view of the possible establishment of a working relationship with the Data Controller; therefore, any refusal to provide them in whole or in part may make it impossible for the Owner to establish the employment contract.

6. Data communication.

The data collected and processed may be communicated, exclusively for the purposes specified above, to subjects belonging to the following categories:

1. Medical or medico-legal studies in fulfillment of obligations regarding the control of physical and attitudinal suitability;
2. Professionals or service companies that the Data Controller uses for the provision of services related to the management of human resources and IT systems;
3. Competent authorities, where the Data Controller believes he is legally authorized to do so or if it becomes necessary.

7. Data retention times.

The personal data provided will be kept for 3 years, in order to satisfy the Owner's needs related to the selection process. This is without prejudice to the possibility of defending the rights of the Data Controller in all locations, in particular in the event of any pending legal proceedings.

8. Rights of the interested party.

As an interested party, i.e. the natural person to whom the personal data refers, you have the right to ask the Data Controller to access your personal data, to rectify or cancel them, as well as to request the limitation or oppose the treatment. The interested party is also the holder of the right to data portability. To exercise these rights, you can refer to the contacts indicated in this information.

All requests received will be treated in accordance with the applicable regulations, also with reference to the actual existence of the conditions for their acceptance. In the absence of such existence, the Data Controller may also not follow up or reject the requests. The Data Controller makes every effort to respond to legitimate and well-founded requests within one month of their receipt. Depending on the complexity and number of requests, as well as what is indicated above, this deadline may be extended by two months. Upon the outcome of the management of the request and against the same, the interested party has the possibility to lodge a complaint with the supervisory authority and to lodge a judicial appeal.