



**DoveVivo S.p.a.** legal and operational headquarters: Viale Monte Nero, 6 - 20135 Milan (MI)

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## **PRIVACY POLICY PURSUANT TO ARTICLE 13 OF EU REGULATION 2016/679**

Dear **Candidate**,

you need to read a number of information items that can help you to understand the reasons why your personal data are processed, what your rights and entitlements are and how you can exercise them, in accordance with the provisions of European Regulation 2016/679 on Personal Data Protection and of Legislative Decree No. 196/2003, as amended (the "Data Privacy Code"), the purpose of which is to safeguard the fundamental rights and freedoms of individuals.

### **Data Controller**

The Data Controller is DoveVivo S.p.A., Viale Monte Nero, 6 - 20135 MILAN (MI), Tel. 02 36697390 Email [comprivacy@dovevivo.com](mailto:comprivacy@dovevivo.com).

### **Data processing purposes**

The purpose of the personal data gathering and processing activities conducted (such data to include personal particulars, contact details and CV-related data) is to facilitate the Company's personnel search and selection procedures.

Pursuant to the provisions of Article 6 (1) b) of EU Regulation 679/2016, data processing activities are lawful as they are required in order to implement pre-contractual measures put in place at the data subject's request.

### **Recipients or categories of recipient to whom personal data may be communicated**

Your data may be disclosed to employees and collaborators of the undersigned who are involved in seeking and selecting candidates at the facility, and who will process your data according to instructions provided by the undersigned.

The data may also be disclosed to third party persons/entities, for example: the IT company whose services the undersigned avails of, consultants (individuals and associates), public authorities who request such data, or it may be disclosed in compliance with applicable legal obligations in force.

### **Data retention period**

The period of the data processing shall be no longer than required for the purposes for which such data were originally collected and, in any case, no longer than 24 months; if the data subject considers, for whatever reason, that the purposes of the data processing have been fulfilled and therefore extinguished prior to that period, the data subject shall notify the Data Controller of this in writing.

### **Data subject's rights and entitlements**

The data subject is entitled to receive confirmation from the Data Controller as to whether or not personal data concerning him/her are being processed and, if so, he/she is entitled:

- to obtain access to the personal data in question, to request to have the personal data rectified or erased, to have the data processing restricted, or to object to the data processing;
- to receive from the Data Controller personal data pertaining to him/her, in a format that is structured and in common use and readable on an automatic device, and also to transmit this data to another data controller (data portability);
- to be informed about the existence of an automated decision-making process, including profiling;
- to revoke one's consent at any time, if the revocation is specifically communicated, without prejudice to the legality of data processing operations previously conducted based on consent given prior to the revocation;
- to file a complaint with the supervisory authority.

### **Nature of the data and consequences of failing to communicate data**

The provision of the data is optional but necessary for the selection and for the implementation (as applicable) of the pre-contractual performances in the case of personnel recruitment/collaboration. The refusal to disclose personal data shall not legally impact the data subject, but DoveVivo will be unable to assess his/her candidacy.