

PRIVACY NOTICE FOR JOB APPLICANTS

Pursuant to Articles 13 and 14 of EU Regulation no. 679/2016 ("**GDPR**")

1. DATA CONTROLLER	
	<p>Fosber S.p.A., with registered office at Via Provinciale per Camaiore 27/28, Monsagrati (LU), Italy, contactable at privacy@fosber.it, in the person of its legal representative pro tempore, is the Data Controller and collects and processes your personal data for the purposes of staff recruitment and selection.</p> <p>(hereinafter, also referred as the "Data Controller")</p>
3. TYPE OF PERSONAL DATA COLLECTED AND SOURCE OF DATA	
	<p>Processing activities may concern:</p> <ul style="list-style-type: none"> • identification and contact data (e.g., personal details, email address, telephone number, etc.); • data relating to educational background (e.g., degree, training courses, etc.); • data relating to previous professional experience (including salary level); • data relating to knowledge of foreign languages and IT skills; • photograph included in the professional profile; • "special categories" of data as defined under Article 9 GDPR. This category includes data relating to a certified disability status (provided to comply with the obligations set out in Law No. 68/99), or relating to your health status, maternity, etc. You are invited to provide only those "special categories" of data deemed strictly necessary to allow the Controller to properly assess your application; • any other information useful for the evaluation of the CV. <p>The information acquired by the Controller consists of the data you provide in response to job advertisements and/or through the spontaneous submission of your curriculum vitae via the "Careers" section and/or the email addresses indicated on the website, or by direct delivery in paper format, as well as data received through recruitment agencies or any other channel used for personnel selection activities (e.g., LinkedIn).</p> <p>Such personal data are processed in compliance with the principles of lawfulness, fairness, and transparency in accordance with national and European privacy legislation (EU Regulation 679/2016; Legislative Decree 196/2003 as amended).</p>

4. PURPOSE AND NATURE OF DATA PROVISION	
	<p>The personal data contained in your CV are used solely for the purposes of recruitment, selection, and evaluation of personnel.</p> <p>The provision of data for these purposes is optional. However, failure to provide all or part of the requested data will make it impossible for the Controller to assess your application and professional profile, thus preventing the proper conduct of the selection process.</p> <p>It is understood that, if the submitted CV contains personal data – whether special categories or common data – that are not relevant to the pursued purpose, Fosber S.p.A. will refrain from using such information.</p>
5. LEGAL BASIS OF THE PROCESSING	
	<p>The processing of your common personal data is lawful as it is necessary for the implementation of pre-contractual measures adopted at your request.</p> <p>The legal basis for processing special categories of data is the Provision of the Italian Data Protection Authority dated 5 June 2019, entitled “<i>Requirements relating to the processing of special categories of data pursuant to Article 21, paragraph 1 of Legislative Decree No. 101 of 10 August 2018</i>”, which supplements and amends the General Authorization of the Data Protection Authority No. 1/2016.</p>
6. PROCESSING METHODS AND STORAGE PERIOD	
	<p>Your data are processed using paper-based, electronic, and telematic tools at the Data Controller’s premises and are handled by specifically authorized internal personnel.</p> <p>In any case, the Data Controller applies processing logics and methods strictly related to the purposes identified above and adopts appropriate security measures to ensure the confidentiality and integrity of the data, preventing alteration, deletion, destruction, unauthorized access, or processing that is not permitted or not compliant with the purposes of collection.</p> <p>Your data are retained for the time necessary to carry out the selection process and, in any case, for no longer than 3 years.</p> <p>Processing may cease earlier following your request for deletion. The Data Controller reserves the right to delete or destroy the CV as part of periodic internal procedures for the disposal of obsolete information, or where the CV contains data not compliant with the processing purposes described above.</p>

7. DISCLOSURE OF PERSONAL DATA	
	<p>Your personal data are never disclosed to the public but may be communicated to parties acting on behalf of the Data Controller, bound by service agreements, such as independent professionals and private companies carrying out recruitment and personnel selection activities.</p> <p>Such parties process data exclusively within the scope of the assigned activity and act either as independent Data Controllers or as Data Processors duly appointed pursuant to art. 28 GDPR by Fosber S.p.A.</p>
8. TRANSFER TO NON-EU COUNTRIES	
	<p>Your data are not transferred to countries outside the European Union. Should such transfer become necessary, it will take place within the limits related to the pursuit of the described purposes and in compliance with Articles 44 et seq. of EU Regulation 679/2016.</p>
9. DATA SUBJECT RIGHTS	
	<p>You may exercise your rights (access, updating and supplementation, rectification or erasure, data portability, objection to or restriction of processing, and lodging a complaint with the national data protection authority) at any time, as provided for in Articles 15 et seq. GDPR, by contacting the Controller at privacy@fosber.it.</p>

Last updated: July 2025