

CAREERS PRIVACY POLICY

MASCHIO GASPARDO S.p.A., as Data Controller, pursuant to art. 13 EU Regulation 2016/679 (hereinafter the "Regulation"), hereby informs you that the personal data you provide will be processed as follows.

CONTACT DETAILS OF THE DATA CONTROLLER AND THE DATA PROTECTION OFFICER (DPO)

The Data Controller is **MASCHIO GASPARDO S.p.a.** with registered office in Via Marcello n. 73 - 35011 Campodarsego (PD), Italy.

You can contact the Data Protection Officer (DPO) of Maschio Gaspardo S.p.a. by writing to the following email address: privacy@maschio.com.

PURPOSE OF THE PROCESSING

Your personal data will be processed for purposes connected to the management of the recruiting activity, including the evaluation of your application, examination of your qualifications, experience and skills.

Any special categories of data will be processed exclusively for the same purpose and to assess both the existence of the requirements to recognize any benefits and/ or disbursements of contributions provided for by law and the existence of the necessary conditions for the application of special tax regulations, trade unions, health protection and public order, occupational security and other current labor law legislation.

CATEGORIES OF DATA PROCESSED

Only the personal data you included in the form or contained in attached documents will be processed:

- a) Personal and contact details, educational qualifications, work experience, and your picture;
- b) Personal data revealing racial and ethnic origin, religious, philosophical or other beliefs, political opinions, trade unions, religious associations or organizations, philosophical and/or political memberships , as well as personal data information revealing health status and sex life and sexual orientation.

LEGAL BASIS AND NATURE OF THE PROVISION

The legal basis of the processing of data sub-a) is the execution of pre-contractual measures adopted at the request of the data subjects. The provision of the data is necessary to participate in a possible recruiting procedure.

The Legal basis of the processing of data sub-b) is your consent and the failure to provide it will not affect your participation in the recruiting process. In the event that the selection is dedicated to subjects belonging to protected categories, failure to provide the data will make it impossible to proceed with the selection.

DATA RETENTION PERIOD

The personal data will be stored for 24 months.

RECIPIENTS OF PERSONAL DATA

The data will be processed by authorized personnel, duly trained and operating under the authority and responsibility of the Data Controller. Some of the information may be communicated to other companies from MASCHIO GASPARDO group and processed by the following subjects: Companies for the assistance and maintenance of the Website or of the information systems; IT storage system providers; Other bodies or companies that perform related activities to the aim pursued.

We will communicate only the data strictly necessary for the aforementioned purposes. These communications, when made outside the European Union, are carried out in compliance with the guarantees provided by the data protection regulation and ensuring adequate protections for the data subjects, by signing specific agreements (standard contractual clauses, Binding Corporate Rules, etc.).

The detailed list of these recipients is available at the Data Controller's office or by writing to this e-mail address privacy@maschio.com

YOUR RIGHTS

In relation to the processing of personal data by Maschio Gaspardo, you can request access to your data,

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their correction, the deletion, the integration of incomplete data, the limitation of processing. You can ask to receive data in a structured, commonly used and machine-readable format as well as, if technically possible, to transmit them to another data controller without impediments if there are the conditions for the exercise of the right to portability contemplated in art. 20 of the GDPR (e.g. the processing is based on consent pursuant to art. 6.1 lett. a) or art. 9.2, lett. a) or on contract pursuant to art. 6.1, lett. b) of the GDPR and is carried out with automated means). You can at any time withdraw the consent given for the purposes described above and object to the processing, in whole or in part, in the cases allowed; you can lodge a complaint with the Supervisory Authority and exercise all the other rights recognized by the applicable discipline (art. 16-21 GDPR). These rights may be exercised by sending a written communication to the address given below or an e-mail to: privacy@maschio.com.

According to the art. 77 of EU Regulation 2016/679 you have the right to lodge a complaint with the Supervisory Authority if you consider that the processing violates the aforementioned Regulation.

Last Update: April 2021

Maschio Gaspardo S.p.a.