









**INFORMATION NOTICE REGARDING THE PROCESSING OF CANDIDATES' PERSONAL DATA
IN ACCORDANCE WITH EU REGULATION 2016/679 ("GDPR")**


	DATA CONTROLLER	IdB Holding S.p.A Address: Viale Ortles, 12, 20139, Milan E-mail privacy@idbholding.com ("Company")
	DATA PROTECTION OFFICER (DPO)	The Data Protection Officer of each company of the group (IDB Holding S.p.A.) is Partners4Innovation S.r.l., Via Copernico 35, 20125 Milan (tel. 02/92852779), and can be reached at the e-mail address: dpo@idbholding.com


	DATA PROCESSING PURPOSES		LEGAL BASIS FOR DATA PROCESSING		DATA RETENTION PERIOD
	Purposes connected to or instrumental to the carrying out of the research and selection of candidates.		Implementation of pre-contractual measures adopted on candidate request.		2 years
Once the aforementioned retention period has expired the data will be destroyed or made anonymous compatibly with technical erasure and backup procedures and with the accountability requirements of the Data Controller.					

	PERSONAL DATA PROCESSED
	By "Data" it is intended, by way of example but not limited to: forename, surname, date and place of birth, residence, e-mail address and telephone numbers, qualifications, work experience and any other information in CVs and/or forms completed during an interview (the so-called "common data") as well as those suitable to reveal, by way of example, the state of health (such as belonging to protected categories) possibly contained in the CV or in any further documentation sent to the Company (Data Controller), special categories of personal data processed (the so-called "sensitive" data).

	DATA PROVISION
	Mandatory for personnel research and selection activities. Refusal to provide the data does not allow this activity to be carried out and will not allow your application to be taken into consideration.

	DATA RECIPIENTS
	The provision of Data is necessary for the conclusion and/or execution of the contract. The refusal to provide the Data therefore means that it will not be possible to establish the contractual relationship and/or to fulfil the resulting contractual obligations. The data may be processed on behalf of the Company by parties appointed as data processors (according to art. 28 of the GDPR), who are provided with suitable operating instructions. These parties are essentially companies used by the data controller to select, recruit and assess candidates, including companies in the same Group.

	PARTIES AUTHORISED TO PROCESS DATA
	Data may be processed by employees and/or collaborators of the Data Controller/Data Processor who have received adequate operating instructions and who have been expressly authorized to process it by the Data Controller/Data Processor.

	PERSONAL DATA TRANSFERS OUTSIDE THE EU
	The data may be transferred to non-European countries in accordance with the provisions of Articles 45 and 46 of the GDPR.



DATA SUBJECTS' RIGHTS – COMPLAINT TO THE SUPERVISORY AUTHORITY

By contacting the Data Protection Committee via e-mail sent to privacy@idbholding.com, data subjects can ask the controller for access to their personal data, their rectification, their cancellation, the restriction¹ of the processing in the cases provided for by art. 18 GDPR, as well as the opposition to the processing, for reasons related to their particular situation, in the hypothesis of legitimate interest of the Data Controller.

Furthermore, in the event that the processing is based on consent or contract and is carried out with automated means, data subjects have the right to receive the personal data in a structured, commonly used and machine-readable format and, if technically feasible, to transmit the data to another data controller without hindrance.

Data subjects have the right to withdraw consent at any time.

Data subjects have the right to lodge a complaint to the competent Supervisory Authority.