









**POLICY RELATED TO THE PROCESSING OF PERSONAL DATA
REGARDING THE PERSONNEL SELECTION PROCESS
PURSUANT TO ART. 13 OF EU REGULATION 2016/679 (“GDPR”)**

	OWNER OF THE PROCESSING	BENETTON GROUP SRL located in Ponzano Veneto (Treviso), Via Villa Minelli 1 – ☎ +39 0422 519111 - 📠 +39 0422 969501
	HEAD OF DATA PROTECTION (DPO)	Head of Data Protection c/o Legal Affairs Director Via Villa Minelli 1 – 31051 Ponzano Veneto (TV) rdp@benetton.it

	PERSONNEL DATA PROCESSING and DATA SOURCE
<p>“Data” refers to information regarding individuals which falls under personal and contact information as well as data dealing with family information, level of studies and training, employment history, retribution, any group status protected by law, and content within the presentation of his/her candidacy and curriculum. This also includes anything acquired during the orientation or evaluation interview. Such data is provided directly by the candidate (as well as through an electronic form on our website or on our LinkedIn page) or coming from third parties, as is the case with certificates issued by professional orders.</p>	

 PURPOSES OF PROCESSING	 LEGAL BASIS OF PROCESSING	 PERIOD OF DATA CONSERVATION
Purposes of selection related to the introductory stages - including the pre-contractual phase - and to the execution of a work or consultancy relationship with the company.	Execution of the contract and/or pre-contractual measures In the curriculum or during the interview, data belonging to particular categories may be highlighted (such as those of racial and ethnic origin, religious, philosophical or other beliefs, as well as the participation in trade unions, health status, disability or belonging to group status protected by law and the assumption of political offices). In these cases, the legal basis for processing is consent, in accordance with articles 7 and 9 provision 1 letter a) of the GDPR, and in case of failure to provide it, your candidacy cannot be fully evaluated.	The duration of the selection process and, after termination, 2 years.
Once the aforementioned conservation terms have come to an end, the data will be destroyed or given anonymity, as per the technical procedures regarding deletion and backup.		

	DATA PROVISION
Data provision is mandatory for the selection process. Therefore, refusing to provide data impedes the possibility of evaluating a candidacy and potentially establishing a contractual relationship.	

	FINAL DATA PURPOSES
Data may be communicated to external parties acting as autonomous data controllers . This may come in the form of authorities and supervisory and control bodies as well as in general subjects, public or private, who are entitled to request the data, and other Benetton group companies dealing with your application.	
Data may be processed, on behalf of the data controller, by external subjects designated as data processors, who perform specific activities under the data controller’s permission. For example, this could come in the form of accounting, tax and insurance obligations or computer application providers.	



AUTHORIZED PROCESSING SUBJECTS

Data may be processed by employees of company departments appointed with the task of the aforementioned purposes, as they have been expressly authorized for processing and have received adequate operating instructions.



RIGHTS OF THE INTERESTED PARTY – COMPLAINTS FOR CONTROLLING AUTHORITY

By contacting the Personnel Selection Office, via e-mail at privacy.selezione@benetton.it or the appointed DPO, e-mail rpd@benetton.it, the interested party can ask the company for access to the data, to delete and/or fix incorrect data, integrate incomplete data, remove the data, and limit its processing in matters provided for by art. 18 of GDPR, as well as opposing, for reasons based on case-by-case analysis, the processing carried out for the legitimate interest of the owner.

Additionally, in the event that data processing is based on consent or on a contract and is carried out with automated tools, the interested party has the right to receive the data in a structured, commonly used and legible format, as well as, if technically feasible, to send them on to another holder without hindrance.

The interested party has the right to file a complaint with the respective control authority in the member state where he/she habitually resides or works, or in the state where the alleged violation occurred.