

PRIVACY NOTICE

Data collected for Recruitment

pursuant to EU Regulation 679/2016 "GDPR" art.13 – September 2023



DATA CONTROLLER

BENETTON GROUP SRL located in Villa Minelli, 1 - 31050 Ponzano Veneto (TV), Italy 📞 +39 0422 519111 📠 +39 0422 969501



DATA PROTECTION OFFICER (DPO)

Data Protection Officer
Villa Minelli, 1 – 31050 Ponzano Veneto (TV) Italy
rpd@benetton.it



PERSONAL DATA AND THEIR SOURCE

The following personal information will be collected:

- Identification and contact data,
- Curriculum vitae
- Any data useful for the assessment of the candidate's suitability for the professional roles searched.

You shall not be required to communicate data that can be qualified as special categories of personal data under the GDPR Privacy Regulation. If the C.V. contains any special categories of personal data, the Data Controller will process it only if it is permitted by a legal basis to support it. Your personal information are provided directly from you.



PURPOSE OF DATA PROCESSING

The purpose of the processing is to select people for being part of the company's personnel and to verify if they are suitable with respect to the roles sought.



PROVISION OF DATA

The provision of personal data is necessary.

In case of refusal, the recruitment steps will not be able to take place.



LEGAL BASIS

The legal basis is. Article 6.1b GDPR (The processing is necessary for the performance of a contract to which the data subject is party or in order to take steps at the request of the data subject prior to entering into a contract)



DATA RETENTION

The Data Controller will retain your personal information for a period not exceeding 24 months from the time you provided them.

Later a limited set of data (Identification data, feedback and interview results) will be retained for additional 24 months to have a history of selection activities and related outcomes.



WHO CAN PROCESS YOUR DATA. EXISTENCE OF DECISION-MAKING PROCESSES

Your data will be processed by the Data Controller's internal offices, adequately trained. There are no automated decision-making processes in the context of this processing.



WHO CAN RECEIVE YOUR DATA. TRANSFER TO FOREIGN COUNTRIES

The personal data processed will not generally be transferred.

In any case, for the purposes set out in this policy, your personal data may be disclosed to third parties acting in collaboration with the Data Controller in the provision of services, duly appointed as Data Processors (e.g., technology service providers).

Furthermore, for all the purposes indicated in this document, your data may also be communicated abroad, inside or outside the European Union, in compliance with the rights and guarantees provided by the current legislation and after verification of the adequacy of the protection level clauses ensured by the third country.



YOUR RIGHTS

In relation to the before mentioned processing of personal data, you can exercise the following rights at any time under the conditions and within the limits set out in the GDPR, using the form available at the link <https://www.garanteprivacy.it/web/guest/home/docweb/-/docweb-display/docweb/1089924> and forwarding it to the email address: infoprivacy@benetton.it

or,

if you deem it appropriate, you can write to the Data Protection Officer at the above address.

Please note that the rights, where exercisable, are the following:

- Right to withdraw your consent (Article 7 par.3 of the GDPR)
- Right of access (Article 15 of the GDPR);
- Right to rectification your personal data if the data are incorrect, including the right to have incomplete personal data completed. (Article 16 of the GDPR);
- Right to erase personal data (Article 17 of the GDPR);
- Right to limitation of processing (Article 18 of the GDPR);
- Obligation to notify in case of correction or erasure (Article 19 of the GDPR)
- Right to data portability (Article 20 of the GDPR)
- Right to oppose to the processing, carried out pursuant to art. 6, paragraph 1, letters e) or f) GDPR, including profiling (Article 21 GDPR);
- Right to complain with a supervisory authority (Article 77 of the GDPR)*

*You have also the right, at any time, to make a complaint to the competent supervisory authority on the subject, the Guarantor for the protection of personal data (www.garanteprivacy.it).