

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

**DATA CONTROLLER:**

Ariston Thermo S.p.A., Viale Aristide Merloni, 45  
60044 Fabriano (AN) Italy  
T. +39 0732 6011 Fax: +39 0732 602331  
VAT Number: IT01026940427  
("Company").

**PERSONAL DATA PROCESSED**

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 interview and application phases.

**SPECIAL CATEGORIES OF PERSONAL DATA PROCESSED**

Data disclosing, by way of example, the state of health (such as protected category status), racial or ethnic origin, political opinions, religious or philosophical beliefs, included in the CV or in any other documentation sent to the Company (e.g. personal letter of recommendation).

**SOURCE OF DATA**

Data collected by the data subject (therefore directly provided by the data subject) or by head hunting companies and/or platforms or companies providing recruiting services, as well as by professional networks the company relies on (e.g. Adecco).

<b>DATA PROCESSING PURPOSES</b>	<b>LEGAL BASIS FOR PROCESSING DATA</b>	<b>DATA RETENTION PERIOD</b>
Purposes connected to or instrumental in sourcing and selecting candidates	Implementation of pre-contractual measures adopted on candidate request	The entire duration of the recruiting activity
To verify, through specialist companies as well, that the information provided is true based on publicly available information (including professional social network profiles, databases, web logs or multimedia archives accessible to the public). In accordance with WP29 Opinion on Data Processing at Work, processing is limited to information relating to professional position at work, in order to assess specific risks relating to candidate work activities only, in as unobtrusive a manner as possible, by adopting any necessary measures to ensure balance between the legitimate interests of employers as data controllers, and their rights and fundamental freedoms.	Legitimate interest (assessment of the truthfulness/accuracy of the personal data provided, limited only to aspects related to professional attitude to work)	The entire duration of the recruiting activity
Retained for 2 years for any future selections in the event that the selection is unsuccessful. Without prejudice to the possibility of opposing such processing. In this case the data will be	Legitimate interest (assessment of a future job opportunity)	2 years after the end of the recruitment process

deleted at the end of the selection process for which the candidate has applied.

Comply with requirements and exercise the rights of the Company or data subject set out in applicable legislation on employment, social security and social protection, or collective contracts, in addition to regulations set by relevant authorities and supervisory bodies.	Requirement to meet the Company's legal obligations in relation to sensitive data, as per article 9.2 letter b).	The data will be processed and stored for the period of time provided for from time to time by the applicable legislation (including industry-specific legislation).
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If necessary to ascertain, exercise and/or safeguard Company rights in legal proceedings.	Legitimate interest (legal protection)	Duration of the dispute until completion of the terms of implementation outlined in legal remedies
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Once the aforementioned retention period has lapsed the data will be destroyed or made anonymous.

### **DATA PROVISION**

Compulsory for sourcing and selecting personnel. A refusal to provide the data makes these activities impossible and means the candidate cannot be considered for the role.

### **DATA RECIPIENTS**

The data may be communicated to parties acting as independent data controllers or processed on behalf of the Company by parties appointed as data processors, who are provided with suitable operating instructions. These parties include the following categories:

- Job Centres
- companies, including those belonging to the same group, used by the controller for the purposes of selecting, recruiting and evaluating candidates;
- Consultancy firm for the performance and administration of behavioural tests aimed at selecting candidates;
- Professional network;
- Companies offering Placement Database services

### **SUBJECTS AUTHORIZED TO PROCESSING DATA**

The data may be processed by employees in company departments who are responsible for carrying out the activities outlined above, and have been authorised to process the data and received suitable operating instructions

### **TRANSFER OF PERSONAL DATA TO COUNTRIES OUTSIDE THE EUROPEAN UNION**

The data may be transferred abroad to non-European countries, and in particular in the USA, a country whose level of data protection has been deemed appropriate by the European Commission pursuant to art. 45 of the GDPR (Privacy Shield)

The decision of adequacy of the European Commission can be consulted at the following link: <http://eur-lex.europa.eu/legal-content/IT/TXT/PDF/?uri=CELEX:32016D1250&from=IT>

### **DATA SUBJECTS RIGHTS - COMPLAINT TO THE SUPERVISORY AUTHORITY**

By contacting Ariston Thermo S.p.A. by mail address Viale Aristide Merloni n. 45, Fabriano, via e-mail sent to [privacy.aristonthermo@aristonthermo.com](mailto:privacy.aristonthermo@aristonthermo.com), data subjects can ask the controller for access to personal data, or the correction or deletion of personal data, and also have the right to restrict processing of the data in the cases set out in article 18 GDPR, and object to processing in the case of legitimate interests of the controller.

Furthermore, in the case where processing is based on consent or a contract and carried out with automated tools, data subjects have the right to receive the personal data in a structured, commonly used and machine-readable format, and to transmit the data to another data controller without obstruction.

Data subjects are entitled to lodge a complaint with the relevant supervisory authority in the Member State where they have their habitual abode or employment or in the Member State where an alleged infringement has occurred.

**INFORMATION NOTICE ACKNOWLEDGEMENT**

By Clicking "I Accept" I confirm I have received and read the information on Privacy