



## **NOTICE TO DATA SUBJECTS FOR COMMON AND PARTICULAR (SENSITIVE) PERSONAL DATA PROCESSING PURSUANT TO ART. 13 of the EU REGULATION NO. 2016/679**

Fandis S.p.A., with registered office and administrative headquarters in Borgo Ticino, Via per Castelletto, 69, in the person of its legal representative, as Data controller, pursuant to Article 13 of the EU Regulation no. 679/16, informs you of the following:

- 1) Common and particular personal data, so called sensitive data, about you and collected directly from you at the time of your application, will be processed only for the purposes of recruiting personnel to introduce in Fandis S.p.A. staff.
- 2) Processing may be carried out with or without the aid of electronic or automated tools and shall include all operations or group of operations that are necessary for the processing in question, including the communication to the subjects referred to in the next point 4) of this information.
- 3) The supply of personal data related to the processing is subject to your explicit consent.
- 4) The supply and/or acquisition of the above-mentioned data will allow the company to proceed with the recruitment of the personnel to introduce in its staff. Personal data concerning the processing in question will be communicated in case this is necessary or in any way functional to the management of the contractual agreement, to the following subjects:
  - companies specialised in search and recruitment of personnel, entrusted for the staff search
  - employment agencies, if the company decides to proceed with a contract work-temporary work.
- 5) Video surveillance: We report that a video surveillance system is active along the company perimeter, with the sole purpose of guaranteeing safety, protecting the company assets and preventing unlawful acts. With reference to the video surveillance system installed, we describe the following protection and safety measures with the aim of avoiding the risk of destruction, loss, unauthorized access or unauthorized processing:
  - a. images or videos in which they can be seen are not visualised by unauthorised subjects
  - b. conservation of images is limited to the next 24 hours after collection, without prejudice for special needs of further conservation relating holidays or offices or exercises closure, as well as in response of a specific investigation request by the regulatory authority or police authority.
  - c. the video surveillance system has been programmed to automatically delete the images from each support, at an established time, through over-recording.



- d. subjects concerned have been informed that they are accessing a video guarded area beforehand, thanks to a visible sign.
- 6) Personal data transfer  
Pursuant to Article 13, paragraph 1, letter (f) of the EU Regulation, we inform you that all the collected data will not be transferred to a third country or to an international organization outside the European Union.
- 7) Personal data will be kept for a period not exceeding three years, in compliance with legislative obligations or the requirements of the Guarantor.
- 8) The data subject in question is entitled to exercise the right to ask the Data controller to access and rectify or cancel the personal data, to limit the processing of his/her personal data, to oppose their processing, besides the right to portability of the data. If processing is based on the data subject, he/she has the right to withdraw the consent at any time. The data subject always has the right to lodge a complaint to the supervisory authority.
- 9) The Data controller is the undersigned company, in the person of its legal representative. As external responsible entities for processing have been designed: the study of the labour consultant (Studio LCM), the Responsible for the Prevention and Protection Service (RSPP - Navitas Srl in the person of Eng. Paolo Didò), the company in charge of external surveillance (CIVIS SpA) and the company that provides the platform for the management of welfare and expense reports (Edenred SpA).

Borgo Ticino, 25 May 2018

The Holder  
FANDIS S.p.A.



## DECLARATION OF CONSENT

The undersigned .....in relation to the request expressed to me and acknowledging the information supplied pursuant to Article 13 of the EU Regulation 679/2016;

X I give my consent  I do not give my consent to the processing and communication of my common and particular (sensitive) personal data by the holder and/or data controller of the processing itself, for the purposes and within the limits set by the mentioned information.

Borgo Ticino, .....

(legible signature of the data subject)