

Information on personal data processing for applicants

Pursuant to Articles 13 and 14 of Regulation 2016/679/EU (hereinafter "GDPR") FARMER S.P.A. (hereinafter "Data Controller") with registered offices in Porto Mantovano (MN), Via Don Bertoldi, 63 - 46047, in its capacity as "Data Controller", informs you that your personal data, collected for the purpose of recruiting personnel for FARMER S.P.A. (e.g. employees, collaborators, trainees, apprentices, etc.) will be processed in full compliance with the applicable legislation, guaranteeing the fundamental rights and freedoms that are recognised to you.

Source and type of data processed

The processing of your personal data, which are generally provided directly by you (via e-mail, on paper, by filling in the specific form on the company website, etc.), but which may also come from third parties who have been entrusted with Recruiting activities (head-hunting firms, specialised personnel recruitment sites, etc.) is carried out by FARMER S.P.A. to select potential candidates with whom to establish a relationship of collaboration in the forms and with the modalities identified from time to time, in compliance with the obligations deriving from laws that may be applicable. This processing concerns:

- a) personal data, contact data, data relating to any training completed (educational qualifications, training courses, etc.);
- b) data relating to previous professional experiences, to knowledge of foreign languages, as well as any further information useful for the evaluation of your CV including salary levels, etc.;
- c) data from public sources such as websites, social networks (the data contained in your public profile on Facebook/LinkedIn, etc.), newspapers and magazines, including specialized publications, scientific publications or other documents or written information published or otherwise freely available and sites specialising in facilitating the encounter between demand and job offer.

The aforementioned data may also include data that the current legislation considers to be "special" (sensitive data), or data relating to criminal convictions and crimes (judicial data).

Special/sensitive data are (under art. 9 c. 1 of the GDPR), for example, those that may reveal the state of health, maternity, injuries, disability, adhesion to a political party or a union, religious conviction or a state of disability. In the case of a spontaneous application, any special/sensitive data will be processed pursuant to art. 111 *bis* of Leg. Decree 196/03 (hereinafter the "Code") without the need for specific consent.

Legal basis and purpose of processing

Your personal data, requested or acquired both before and during recruitment activities, will be processed by the Data Controller for the following purposes:

- a) to handle assessment of your CV;
- b) to plan and manage selection interview(s), including in interactive or group mode;
- c) to submit your application to other companies belonging to FARMER S.P.A.

These data are processed pursuant to art. 6 c.1 b) of the Regulation, even when sensitive, to evaluate your application and to assess your skills and abilities with respect to the needs of FARMER S.P.A.

Furthermore, all the criteria provided for by Leg. Decree 125/91 will also be adopted to guarantee non-discrimination between the sexes during the selection process.

Communication and distribution

Your data may be disclosed to third parties such as trusted external companies that operate, for example, in the personnel recruitment sector, in skill assessment activities and, if necessary, to structures operating in the health sector that FARMER S.P.A. uses, for technical and organisational reasons, to handle your application; external professionals and companies connected and/or controlled by FARMER S.P.A, as well as companies, consortia and/or other legal entities in which FARMER S.P.A. participates as a partner; FARMER S.P.A. companies that may be interested in establishing an employment relationship with you. These individuals, companies and professionals will process your data as independent data controllers or, when necessary, as data processors duly appointed by FARMER S.P.A.

Furthermore, due to the coordination and management role performed by FARMER S.P.A., your data may be processed, as part of the normal procedure for selecting personnel, or by individual employees of these companies for the necessary organisational, administrative, financial and accounting activities that may be carried out by each of these companies in favour of the others.

The Data Controller's obligation to communicate the data to the competent Authorities, upon their specific request, remains.

Transfer of data abroad

Your data are not, as a rule, transferred outside the European Economic Area; if this proves necessary for managing recruitment activities, the recipients of the data will be subjected to the obligations of protection and safety equivalent to those guaranteed by the Data Controller. In any case, only the data necessary for the achievement of the intended purposes will be communicated and, where required, the guarantees applicable to transfer of data to third countries will be applied.

Data processing methods and period of retention

Your data are collected and recorded in a lawful and correct manner, for the purposes indicated above and in compliance with the basic principles established by the applicable legislation.

Personal data processing can be done either by manual, computerised or telematic means, but always under the supervision of technical and organisational measures that guarantee security and confidentiality, especially to reduce the risk of destruction or loss of data, even accidental, and to avoid unauthorised access, or processing that is not permitted or does not comply with the purposes of collection.

Personal data will be processed by FARMER S.P.A. for the duration of the selection process: in the case of spontaneous application the data will be kept for 12 months, after which they will be deleted; in the event of a response from a selection initiated by FARMER S.P.A. the terms of retention are those indicated in the prospectus and, in any case, will not exceed 24 months from the closure of selection; in any case you may request that your CV be kept for any subsequent needs that may arise at FARMER S.P.A..

Nature of provision and consent to processing

As indicated above, the provision of your data is mandatory, as they are necessary to achieve the purposes referred to in section 1, letters a) and b) relating to the recruitment of personnel. The provision of your personal data for the purposes referred to in point 1 letter c) is however, optional, so you may choose whether to give your express

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consent, which can always be withdrawn. If your CV contains special/sensitive data, their processing is subject to consent which must be given at the time of initial contact.

Your Rights

You can exercise, at any time, the rights that are recognised by the applicable legislation, including the right to:

- a) access your personal data, obtain evidence of the purposes pursued by the Data Controller, the categories of data involved, the recipients to whom they may be communicated, the applicable period of retention, the existence of automated decision-making processes;
- b) obtain the rectification of inaccurate personal data, without delay;
- c) obtain, in the cases provided for, the deletion of your data;
- d) obtain limitation of processing or oppose it, where possible;
- e) request the portability of the data that you provided to FARMER S.P.A., that is, receive them in a structured format that is widely used and readable by automatic device, also to transmit the data to another data controller, without any obstruction by FARMER S.P.A.;
- f) lodge a complaint with the Data Protection Authority.

If you wish to request further information on the processing of your personal data or wish to exercise your rights, you may contact Gianbattista Borsatti, in writing, at: amministrazione@farmer.it.

The Data Controller

The Data Controller, pursuant to art. 4 of the GDPR, is FARMER S.P.A., Via Don Bertoldi, 63 - 46047 Porto Mantovano (MN) VAT No.: 00152620209 - Tax code: 00152620209

Best regards,

The Data Controller

FARMER S.P.A.

18/10/2019