

**NOTICE TO THE SUBJECTS APPLYING FOR A JOB WITH REGARD TO PERSONAL  
DATA PROTECTION PURSUANT TO ART. 12 AND FOLLOWING ARTICLES  
REGULATION (EU) 679/2016**

Our Company has always been deeply concerned about the issues of personal data protection and the compliance with the principles of the privacy and dignity of individuals.

Pursuant to the new Regulation (EU) 679/2016, in compliance with the principle of responsibility undertaking any processing of personal data shall be lawful and correct. The manner by which a personal data related to natural persons is collected, consulted or otherwise processed shall be transparent to them, as well as the extent to which such data is or will be processed. The transparency principle requires that any information and communication related to such data are easily accessible and comprehensible and that a plain and clear language is used.

This principle particularly applies to the information given to the data subjects about the Controller's identity and the purposes of the processing, as well as some further information (pursuant to art. 13 and 14 of Regulation (EU) 679/2016) in order to ensure a correct and transparent processing with respect to the natural persons involved and to their rights to obtain the confirmation and the notice of a processing of personal data concerning them (in this respect see the Regulation (EU) 679/2016, Recital no. 39).

In this respect you are kindly requested to take note of the following notice.

Tricobiotos S.p.a, established in Via di Spicciano 11, 59021 Vaiano (PO), fiscal code 03398600480 and VAT number 00300020971, in their quality of Controller, in the person of the acting legal

**Tricobiotos S.p.A. Sede legale e stabilimento:** Via di Spicciano 11 - 59021 - Vaiano (Po) - Italy | tel. +39.0574.94.62.37 - fax +39.0574.98.71.28  
Cap. soc. € 516.000 Int. Vers. | Reg. Impr. Prato 03398600480 - R.E.A. Prato 341993 | Cod. Meccan. PO019682 | C.F. 03398600480 - P.IVA / Vat 00300020971  
Cod. LEI 815600C295BE26B90B69

**Dipendenze:** Via di Sofignano, 10 - 59021 - Vaiano (Po) - Italy | Via di Spicciano, 5/7/9 - 59021 - Vaiano (Po) - Italy  
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representative , under and in pursuance of the Regulation (EU) 679/2016, hereby inform the data subject that the personal data concerning such subject, collected by the Controller or which will be subsequently requested and/or disclosed by third parties, are necessary and will be used for the purposes indicated here below.

## PURPOSES AND LAWFULNESS OF THE PROCESSING

Under Regulation (EU) 679/2016 personal data shall be:

- Processed in a lawful, fair and transparent way with respect to the data subject (art. 5)
- Collected for identified, explicit and legitimate purposes and subsequently processed in a way that shall not be incompatible with such purposes (art. 5);

The purposes for which personal data are collected shall be the following:

- Assessment of a prospective recruitment or cooperation.

## LAWFULNESS OF PROCESSING

Processing shall be lawful under the conditions here below:

- Pursuant to Art. 6, subparagraph 1, item a) of the Regulation (EU) 679/2016 the data subject has given consent to the processing of his or her personal data for one or more specific purposes;
- Pursuant to Art. 6, subparagraph 1, item b) of the Regulation (EU) 679/2016 processing is required 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;
- Pursuant to Art. 6, subparagraph 1, item f) of the Regulation (EU) 679/2016, processing is necessary for the purposes of the legitimate interests pursued by the controller or by a third party, except where such interests are overridden by the interests or fundamental rights and

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freedoms of the data subject requiring protection of the personal data, in particular where the data subject is a child. The legitimate interest if the Controller is linked to the handling of personal data for promotional and marketing purposes.

## MODALITIES OF PROCESSING AND OBLIGATION OF CONFIDENTIALITY

The data processing is carried out through computerized systems and/or paper documents by subjects committed to confidentiality, following purpose related methods and however in such a way as to ensure the safeguard and the confidentiality of data. In compliance with law provisions the data collected shall not be disclosed and divulged to third parties.

The Controller shall process your data even if sensitive. Pursuant to article 9 of Regulation (EU) 679/2016, sensitive data shall be considered those revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership and the processing of genetic data, biometric data intended to uniquely identify a natural person, data concerning health or data concerning a natural person's sex life or sexual orientation.

Your sensitive data shall be processed solely for precontractual activities and for law requirements.

Your consent is not required for the processing pursuant to Regulation (EU) 679/2016 for the purposes under art.9 , points b), f) h).

Your sensitive data shall neither be disclosed nor communicated to third parties except for complying with law obligations or with contract requirements in accordance with law provisions.

## DISCLOSURE TO THIRD PARTIES

Your personal data may be disclosed to third parties known to us solely for the aforementioned purposes and, in particular, to the following categories of subjects:

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- External companies providing services on our behalf;
- Public Administration companies or bodies for the compliance with law requirements
- Professionals who may provide a support in the compliance with law requirements;

Such subjects will process personal data in their quality as external Processors.

## RETENTION PERIOD

Pursuant to art. 5 of the UE Regulation 679/2016 “Principles relating to the processing of personal data”, personal data shall be kept in a form that permits the identification of data subjects for no longer than is necessary for the achievement of the purposes for which the data are processed.

The personal data of data subjects can be kept for longer periods in compliance with the law provisions in force (for instance in accounting matters), and, however, any technical and organizational measure shall be adopted in order to generate processes of anonymization of data.

## RIGHTS OF THE DATA SUBJECT

Under the law provisions in force, the data subject can address the Controller to lodge a request for exercising his or her rights, such as they are stated to art. 15 and following in the Regulation (EU) 679/2016.

In addition to the above mentioned rights, the data subject has the right to lodge a complaint with the Supervisory Authority in the instances envisaged by law.

For further information with regard to the modalities to exercise the mentioned rights, please read “Exercise of the Rights” in the link [www.tricobiotos.it](http://www.tricobiotos.it).

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## CONTROLLER, DPO IF ANY AND PRIVACY COMMUNICATIONS

The Controller is Tricobiotos S.p.a, established in Via di Spicciano 11, 59021 Vaiano (PO), fiscal code 03398600480 and VAT number 00300020971.

For any communication pursuant to the above quoted articles of the Regulation (EU) 679/2016 the Controller provides the following address: Via di Spicciano 11, 59021 Vaiano (PO); Phone number 0574 946237, Fax 0574 987128, Email [info@tricobiotos.it](mailto:info@tricobiotos.it).

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