

APPLICANT PRIVACY POLICY

1. Data Controller

Metalleghes S.p.a. in its capacity as Data Controller, is hereby informing you that Regulation (EU) 2016/679 (GDPR) now regulates the protection of personal information. Metalleghes S.p.a. bases its data processing on the principles of correctness, lawfulness, transparency and necessity, as provided for by the aforementioned Regulation.

Therefore, we are now providing you with the following information pursuant to Article 13 of the GDPR.

2. Subject to processing

The processing we intend to carry out relates to your personal data, as defined by the GDPR, which you will provide or have provided to us by registering on our website (www.metalleghegroup.com) or during the interview sustained with the Personal office of Metalleghes S.p.a.

The personal data we process, typically contained in a Curriculum Vitae (C.V.), are defined by law as common personal data. Additional types of data (for example: health, judicial, biometric data) will be processed in compliance with legal requirements. In particular: any data relating to health and judicial may be processed to fulfill the obligations and tasks provided for by law solely for the purposes described below.

3. Purpose of the processing

The processing of your personal data is aimed exclusively at achieving the following purposes:

- a) establishment, management and termination of the contractual and training relationship;
- b) use of specific permits, absences and benefits related to the management of the employment relationship;
- c) fulfillment of legal obligations.

Granting consent for the purposes referred to in point 3 is mandatory and the applicable processing may be undertaken without the consent of the data subject. Failure to provide the data will make compliance with the commitments undertaken and arising from existing contractual and pre-contractual relations impossible.

4. Data processing procedures

Data processing may comprise, in addition to its collection, its recording, organization, storage, consultation, processing, modification, selection, extraction, comparison, use, interconnection, block, communication, cancellation or destruction, pursuant to Article 4, point 2) of the GDPR. Processing may be undertaken using either paper or electronic, computer and telematic means, with the application of procedures and instruments that will ensure the security and confidentiality of the same data. All appropriate technical and organizational data protection measures will be taken to meet all legal requirements and to protect the rights of the data subjects.

Starting with the receipt and/or update of the personal data, it will be stored for a period that is consistent with the purposes of the processing indicated in point 1 and in any case as provided for by law. For additional information on the time limits for storing personal data, see the Privacy Policy page on the company website: www.metalleghegroup.com.

5. Communication and dissemination of the data

The data, which will not be disseminated, will be processed by company employees, who operate as authorized data processors according to their instructions and the duties they perform. The data may be disclosed to external parties including Data Controllers appointed pursuant to Article 28 of the GDPR. Specifically, the data may be disclosed to the categories of individuals listed below, which include but are not limited to: banks and companies specializing in payment management and credit insurance, law offices and consulting firms, parties responsible for the audit of the company's financial statements, public

authorities or administrations for compliance with the law, Italian and foreign suppliers, finance companies, and transport firms.

A detailed list of Data Processors is available at the registered offices of Metalleghe S.p.a.

For all the purposes indicated in this policy notice, your data may also be transmitted abroad, inside and outside the European Union, in compliance with the rights and guarantees provided for by current legislation, subject to verification that the country in question provides an “adequate” level of protection pursuant to the provisions of the GDPR.

6. Rights of the data subjects

In relation to the aforementioned data, all the rights referred to in Articles 15, 16, 17, 18, 20 and 21 of the GDPR may be exercised, in particular, the right to:

- a) access personal data;
- b) correct the data if not accurate;
- c) delete data;
- d) restrict its processing;
- e) object to its processing;
- f) data portability, i.e. the right to receive the personal data provided in a structured format, in common use and readable by an automated device, and to have the data transferred to another Data Controller without hindrance. In the event of any breach of these provisions, the data subject shall have the right to lodge a complaint with the competent supervisory authority.

For anything not expressly provided for by the provisions referred to here, reference should be made in full to the legislation in force on the subject of Privacy and specifically to Articles 15, 16, 17, 18, 20 and 21 of the GDPR.

For additional information about this privacy policy, or to exercise your rights or withdraw your consent, please contact us at privacy@metalleghe.it

For receipt and acknowledgment: Date; Signature

Consent of the interested party to the processing of their personal and particular data

The interested party, having taken note of the information provided pursuant to art. 13 of the GDPR by the Data Controller, if necessary:

- however, he gives his explicit, free, informed and unequivocal consent to the processing of his personal data, even of particular categories pursuant to art. 9 GDPR and related to health, by the data controller, according to the indications provided with this information;
- does not give his consent;

Date; Signature

Consent of the interested party to the processing of their personal data in the event of the transfer of personal data to Third Countries outside the EU

The interested party, having taken note of the information provided pursuant to art. 13 of the GDPR by the Data Controller, if needed:

- however, gives his explicit, free, informed and unequivocal consent to the transfer of his data to third countries (even outside the EU), when necessary and limited only to the data indispensable for the execution of the work performance and contractual obligations, in accordance with the provisions of 'art. 49 of EU Regulation 2016/679, according to the indications provided with this information:
- does not give his consent;

Date; Signature