



Dear Sir/Madam,

This Privacy Policy allows you to understand how the personal data you provide will be processed during the recruitment process.



1. WHO IS THE DATA CONTROLLER?

The data controller is **D.S.R. SIDER ENGINEERING GROUP S.P.A.**, with registered office at 33050 Pozzuolo del Friuli (UD), via Buttrio s.n. (Tax Code and VAT number: 03008730305). For any information regarding data processing, you can contact us via e-mail at **privacy@drrsider.it**.



2. WHAT PERSONAL DATA DO WE COLLECT AND PROCESS?

The following personal data may be processed:

- Personal details, salary data, educational data, and other data you provide or contained in documents produced during the selection process;
- Contact information;
- Data related to your employment history and qualifications obtained.



3. FOR WHAT PURPOSES DO WE PROCESS PERSONAL DATA AND WHAT IS THE LEGAL BASIS?

The data will be processed for the following **purposes**:

Selection Process: The personal data obtained through your CV and/or directly communicated by the candidate will be processed to carry out recruitment procedures and assess the necessary skills for establishing an employment relationship. **Legal Basis:** The processing is based on pre-contractual measures requested by the candidate.

We also inform you that the processing of any special categories of personal data concerning you is necessary to fulfill obligations and exercise rights in the field of labor law, social security, and protection, as well as to execute the employment contract and comply with current legislation.



4. NATURE OF DATA PROVISION

The provision of the requested information is necessary for the correct execution of the selection procedures. Failure to provide such information will prevent the data controller from achieving the above-mentioned purposes and completing the selection process.



5. METHODS OF PROCESSING AND DATA RETENTION PERIOD

The data related to the selection process will be processed by internal staff, including through management software and work suites (e-mail, calendars, videoconferencing software, etc.), and may also be stored in both paper and digital form in the company archives.

Retention Period: The data will be retained for 36 months.



6. WHO MAY HAVE ACCESS TO YOUR PERSONAL DATA?

Some of the information may be communicated or otherwise accessible to the following categories of subjects:



- Companies providing IT system assistance and maintenance or suppliers of digital archiving systems;
- Other entities or companies performing instrumental activities for the purposes indicated above on behalf of the data controller.

The detailed list of all recipients will be provided upon request by the data subject. As required by the Privacy Authority's Ruling of 27 November 2008, we inform you that your data may be incidentally or residually processed by System Administrators appointed by the data controller. The updated list of System Administrators is available upon request by the data subject.



7. RIGHTS PROVIDED BY LAW

European data protection law ("GDPR") provides several rights that you can exercise to maintain control over your data. To exercise your rights, you can write to privacy@dsrslider.it. We are required to respond within 30 days of receiving your request and will strive to do so as quickly as possible.

Right of access: You have the right to obtain information regarding the processing of your personal data and to access and receive a copy, including through commonly used electronic means. We are committed to providing you with a report of the data we hold, such as your personal details, contact information, or requests we have received via contact forms or e-mail.

Right to rectification: You have the right to obtain the update, integration, or rectification of your data. If you believe your data is incorrect or outdated, please contact us—we will do our best to resolve the issue.

Right to data portability: You may request the portability of your data, processed based on contract performance or your consent, directly to other data controllers.

Right to erasure: You have the right to request the deletion of your data. We are committed to giving you control over your data. In some cases, you can request direct deletion, and we will act as quickly as possible. However, not all data can be deleted upon request, as it may be necessary to fulfill legal obligations or because it is still in use.

Right to restriction and objection: You have the right to request the restriction of processing or to object, in whole or in part, to the processing of your personal data. In the case of a request for restriction, we are required to suspend all data processing activities for a specified period.

If you believe that one or more of our processing activities may violate the law, or if you believe that your rights have not been protected, you can file a complaint with the Supervisory Authority in the place where you usually reside or where the alleged violation occurred. In Italy, you can contact the Data Protection Authority ("Garante Privacy").