

PRIVACY INFORMATION FOR CANDIDATES in accordance with EU Reg. EU/2016/679

Data controller: AMICO & CO srl, manager of the "Waterfront Marina" areas, with registered office in Genoa, Via dei Pescatori - CAP 16128, Tel. 010-2470067, e-mail: privacy@amicoshipyard.com, P.I. IT03249970108, ("Company" or "Data Controller") in the person of its legal representative *pro tempore*.

The Company conducts personnel selection processes pursuing equality between male and female workers and not discriminating against candidates of either sex, in compliance with laws 903/77 and 125/91.

Purpose of data processing: the Company confirms to all candidates (sometimes also referred to as "Interested Parties") that it will process the data freely transmitted, whether sensitive or not, exclusively for the purpose of managing the recruitment, selection and assessment of personnel with the utmost confidentiality, care and diligence, in accordance with the provisions of the regulations on the protection of personal data.

Categories of data and processing: the processing of the data of candidates to work for the Company takes place by means of sending to the Data Controller in a self-application, by post, by hand, by e-mail, or by means of other subjects, such as temporary employment companies, employment centres, etc., information relating to one's professional experience, organised in the form of a curriculum vitae with a view to finding employment with the Data Controller. Such application may be made through:

- spontaneous application;
- response to specific personnel search and selection advertisements published by the Data Controller or through temporary employment agencies, or employment offices, in local, national or foreign newspapers, periodicals, or on websites
- response to any personnel search and selection initiatives displayed on the company website.

Processing concerns only personal data that are strictly pertinent to the obligations, tasks and purposes relating to the search for personnel.

Interested parties, therefore, must not provide data disclosing particular categories of sensitive data such as those disclosing political, philosophical or religious beliefs, membership of trade unions or political parties, state of health and sex life, genetic or biometric data, unless this is strictly for the purpose of seeking employment (e.g. membership of protected categories for recruitment purposes).

The legal basis is the need to perform a contract or to carry out pre-contractual activities to which the data subject is party. If it is necessary to process special data (relating to health or membership of protected categories) for the purposes of selection, processing will be on the basis of consent.

Compulsory or optional nature of the provision of data and consequences of refusal to provide data: the provision of personal data by candidates is optional. Failure to provide data will only make it impossible for the Controller to carry out personnel selection and assessment activities.

Data communication: the data contained in the CVs may be communicated to third parties appointed as data processors pursuant to Article 28 of Regulation (EU) 2016/679 ("GDPR"), such as Amico Servizi S.r.l., which renders personnel management services, and companies that provide IT services. Your data will be stored at our premises and may be communicated exclusively to other AMICO Group companies that may be interested in your application.

Disclosure: Your personal data will not be disclosed in any way.

Transfer outside the EU: Your data will not be disclosed for processing in third countries.

Storage and Destruction Times: Your data will be processed for 12 months, after which time the data will be destroyed using secure destruction methods (overwriting, wiping, shredding).

Rights of Data Subjects:

Data Subjects have the right at any time to exercise their rights under the GDPR, as described below. Requests should be addressed to: AMICO & CO srl, with registered office in Genoa, Via dei Pescatori - CAP 16128, Tel. 010-2470067, e-mail: privacy@amicoshipyard.com.

In particular, the interested parties have the right to obtain from the Data Controller

1. confirmation as to whether or not personal data concerning them are being processed and, if so, to obtain access to the personal data and related information (art. 15)
2. the rectification and erasure of data (Art. 16 and 17);
3. the restriction of data (Art. 18);
4. certification that the operations referred to in paragraphs 2) and 3) above have been brought to the attention of those to whom the data were communicated, unless this proves impossible or involves a disproportionate use of means (art. 19);

Data subjects may also exercise, under the conditions specified in the GDPR:

5. the right to data portability (Art. 20);
6. the right to object (Art. 21);
7. the right to object to automated decision-making relating to natural persons, including profiling (Art. 22);
8. the right to withdraw one's consent at any time (in case the processing is based on consent) (Art. 7);
9. without prejudice to any other action in administrative or judicial proceedings, the right to lodge a complaint with the competent Data Protection Authority for any breach of data he/she may have suffered, which in Italy is the Italian Data Protection Authority. The complaint can be made by following the instructions on the website www.garanteprivacy.it, or by post, to the Garante per la Protezione dei Dati Personali, which is based in Rome (Italy), Piazza Venezia n. 11 - Cap 00187.

I give my consent to the processing of my particular data as described in the above information.

Signature _____

Date _____