

Privacy Policy_Candidates

Dear Candidate,

Pursuant to current national legislation in the field of privacy and in compliance with the provisions of the GDPR 2016/679 (*General Data Protection Regulation*), AXIANS ITALIA spa (hereinafter, also, "AXIANS") provides you with the information regarding the processing of your personal data, based on the principles of fairness, lawfulness, transparency and protection of your privacy and your rights.

1. Purposes of the Processing

The personal data you provide will be processed for:

- the search and selection of personnel;
- evaluation of professional profiles and skills and their updating;
- participation in selection for admission to training courses within the company.

It may happen that during the selection phase, special categories of data are collected and processed, specifically data demonstrating, for example, that the data subject belongs to a protected category. For such processing activities, you will be asked for your express consent.

2. Access to Data

The Data may be made accessible for the purposes mentioned in Art. 1:

- to employees, collaborators of the Data Controller or companies of the VINCI SA Group (in Italy and abroad), in their capacity as person in charge or data processor, if any;
- to third party companies or other entities (by way of example, social security institutions, credit institutions, professional firms, consultants, insurance companies for the provision of insurance services, control bodies, companies that may be in charge of the installation, maintenance, updating and, in general, management of hardware and software etc) with which the company has a contractual relationship and/or that carry out outsourcing activities on behalf of the Data Controller, if applicable, appointed as external data processors pursuant to Article 28 GDPR.

3. Data transfer to a third country and/or international organization

We may need to transfer your Data to other group companies or service providers in countries outside the European Economic Area (EEA), consisting of the countries of the European Union and Switzerland, Liechtenstein, Norway and Iceland, which are considered countries with equivalent data protection and privacy laws.

In that case, we will ensure that your data is properly and adequately protected.

If the country does not have equivalent data protection and privacy laws, we will require third parties to enter into a contract according to EEA standards.

4. Processing Methods and Retention Period

The processing of personal data will be mainly carried out in paper form or with the aid of electronic and otherwise automated means, in the manner and with the tools suitable to ensure the security and confidentiality of such data, in accordance with the provisions of current national legislation and GDPR 2016/679. In particular, all technical, IT, organizational, logistical and procedural security measures will be adopted, so that the minimum level of data protection required by law is guaranteed, allowing access only to the persons in charge of the processing by the Data Controller or the Data Processors designated by the Data Controller.

The Data will be processed for as long as necessary to fulfill the purposes set out in point 1, unless a different legal term of data retention applies. Once this retention period has expired, the Data will be destroyed or anonymized.

5. Nature of the Conferment and Legal Basis

The conferment of Data is mandatory for all that is required by legal, pre-contractual or contractual obligations, and therefore any refusal to provide them or to the subsequent processing may result in the inability of the writer to carry out the activities for which they were requested.

Failure to provide, on the other hand, all data that are not related to legal, pre-contractual or contractual obligations will be evaluated from time to time by the writer and will determine the consequent decisions related to the importance of the data requested with respect to the management of the business relationship.

The legal basis of the processing is the fulfillment of activities related and instrumental to the conduct of the selection procedure and for the formation of any further acts related thereto (ex art. 6 lett. b)- f) of the GDPR). For the processing of any Special Data, the legal basis will be consent.

6. Rights of the Data Subject

Pursuant to Article 15 GDPR and the current national legislation in the field of privacy, the data subject may exercise the relevant rights including consulting, modifying, deleting data or opposing their processing for the purpose of sending advertising material or commercial communications or opinion polls, by sending an email to legale@axians.it.

Where applicable, we also draw your attention to your rights under Articles 16-21 GDPR (Right to rectification, right to be forgotten, right to restriction of processing, right to data portability, right to object), as well as the right to complain to the Data Protection Authority.

In the case of a request for data portability, the Data Controller will provide you with the personal data concerning you in a structured, commonly used and machine-readable format, subject to paragraphs 3 and 4 of Article 20 of EU Reg. 2016/679.

7. Data Controller

The Data Controller is AXIANS ITALIA spa, Via Gallarate 205, 20155 Milan, P.IVA 02341030241.

The updated and complete list of Data Processors can be consulted at the Data Controller.

The Data Protection Officer ('DPO'), appointed by AXIANS, can be reached at legale@axians.it.

AXIANS ITALIA SPA