

## Privacy Policy\_Candidates

Dear Candidate,

Pursuant to the national privacy regulations in force and in compliance with the provisions of the GDPR 2016/679 (General Data Protection Regulation), AXIANS ITALIA spa (hereinafter also referred to as 'AXIANS') provides you with the information regarding the processing of your personal data, based on the principles of correctness, lawfulness, transparency and protection of your privacy and your rights.

### 1. Purpose of processing

With reference to this Data we inform you that:

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.

### 2. Access to data

Data may be made accessible for the purposes set out in Art. 1:

-to employees, collaborators of the Data Controller or the companies of the VINCI SA Group (in Italy and abroad), in their capacity as persons in charge of data processing or Data Processor, if applicable;

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

No data are transferred outside the EU.

### 4. Processing methods and Retention Period

The processing of Personal Data will mainly be carried out on paper or with the aid of electronic and otherwise automated means, according to the methods and with the tools suitable to ensure the security and confidentiality of the Data, in accordance with the provisions of current national legislation and the GDPR 2016/679. In particular, all technical, IT, organisational, logistical and procedural security measures will be adopted, so that the adequate 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 shall be processed for the time necessary to fulfil the purposes set out in point 1 and in any case shall be kept for 1 year, unless otherwise provided for by law and/or the data subject's right to object, retain and/or return the Data. Once this retention period has expired, the data will be destroyed or rendered anonymous.

### 5. Nature of Provision and Legal Basis

The provision of Data is compulsory for all that is required by legal, pre-contractual or contractual obligations, and therefore any refusal to provide such Data or to its subsequent processing may make it impossible for the undersigned to carry out the activities for which it was requested.

On the other hand, the failure to provide any data that are not related to legal, pre-contractual or contractual obligations will be assessed on a case-by-case basis by the undersigned and will determine the consequent

decisions in relation to the importance of the data requested with respect to the management of the business relationship.

The legal basis of the processing is the performance of activities connected with and instrumental to the carrying out of the selection procedure and for the formation of any further acts connected with the same (ex art. 6 lett. b)-f) of the GDPR).

## **6. Rights of the Data Subject**

Pursuant to Article 15 of the GDPR and current national privacy legislation, the Data Subject may exercise the relevant rights, including consulting, modifying, deleting data or opposing their processing by sending an email to [dpo@axians.it](mailto:dpo@axians.it).

Where applicable, we also draw your attention to the rights set out in 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 event of a request for Data portability, the Data Controller shall 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, with registered office in 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 [dpo@axians.it](mailto:dpo@axians.it).

AXIANS ITALIA SPA