
PRIVACY POLICY FOR APPLICATIONS

pursuant to Art. 13 of EU Regulation 2016/679 of 27/04/2016

1. DATA CONTROLLER

Resnova s.r.l. with registered office in Brescia (BS), via Corsica 143, 25125, tax code and VAT number 03589640170, in person of its legal representative pro tempore, PEC: resnova@messaggipec.it, e-mail: info@piublue.it.

2. PURPOSES AND LEGAL BASIS OF PROCESSING

The personal data you provide will be processed exclusively for the following purposes:

- for activities connected with and instrumental to the examination of your application (e.g. evaluation of personal data, educational qualifications, knowledge of foreign languages, previous professional experience, etc.)
- for eventual employment;
- to ensure equal opportunities in employment.

In view of the possibility that the information you provide in the form of your Curriculum Vitae (CV) may contain data belonging to "special categories of personal data ("sensitive data")", insofar as they may reveal racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, as well as genetic data, biometric data, data concerning a person's health or sexual life or sexual orientation, in order to process such data that may be contained in your CV, we ask for your explicit consent, which you may revoke freely and at any time, without prejudice to the lawfulness of the processing before revocation.

3. COMPULSORY OR OPTIONAL NATURE OF THE SUBMISSION OF DATA AND CONSEQUENCES OF A REFUSAL TO PROVIDE PERSONAL DATA

The provision of data, although optional, is necessary and preordained to fulfil your specific request to submit your application for assessment and, therefore, any refusal to provide such data, in whole or in part, may make it objectively impossible for the company to process your application.

4. DATA PROCESSING METHODS

Data are collected by sending the Data Controller by post, fax, e-mail, hand letter, on-line form or direct delivery during the interview phase, from the Data Subjects, information on their professional experience, in the form of a CV.

The processing of personal data is carried out by means of the operations indicated in Article 4 no. 2) of the GDPR, for the above-mentioned purposes, whether on paper or computer, by means of electronic or otherwise automated tools, in compliance with the regulations in force in particular with regard to confidentiality and security and in accordance with the principles of correctness, lawfulness and transparency and protection of the rights of the Data Subject.

The processing is carried out directly by the Controller's organisation, its Data Processors and/or Persons in charge of processing (authorised persons).

5. COMMUNICATION AND DISSEMINATION

Your data may be used by personnel of the Controller who have been assigned a specific role as persons in charge of processing and who have been given appropriate instructions. Your personal data will only be made accessible to those persons within the company who need it due to their job or hierarchical position. These persons will be properly instructed in order to avoid loss, destruction, unauthorised access or unauthorised processing of the data.

Your personal data may be communicated to the following categories of subjects, within the limits strictly relevant to the obligations, the tasks and the purposes set out above and in compliance with current legislation:

1. subjects to whom such communication must be delivered in order to fulfill or to demand the fulfillment of specific obligations provided for by laws, regulations and/or EU legislation;
2. professionals or Companies acting as Data Processors or for administrative-accounting purposes (purposes related to the performance of internal organisational, administrative, financial and accounting activities);
3. external physical and/or legal persons that provide services that are instrumental to the activities of the Data Controller for the purposes referred to in paragraph 1 (consultants, companies, institutions, professional firms, etc.).

These subjects will act as Data Processors. The list of Data Processors is available at the Controller's premises.

Personal data will not be disseminated in any way, except where required by law, regulation or EU legislation.

6. DATA RETENTION

The personal data you will have provided will be kept for the period necessary to carry out assessments of your recruitment needs and, in any case, no longer than 1 year from the date of receipt.

7. DATA TRANSFER TO A THIRD COUNTRY AND/OR INTERNATIONAL ORGANISATION

Personal data are stored on servers located within the European Union. Data Controller does not intend to transfer Data to countries or organizations outside the European Union/EEA. In any case, Data Controller assures as of now that the possible future non-EU transfer of data will take place in accordance with the applicable legal provisions, subject to the stipulation of the standard contractual clauses approved by the European Commission pursuant to Art. 46 GDPR or to countries that the European Commission has deemed to guarantee an adequate level of protection, in accordance with the provisions of Art. 44 et seq. GDPR. Any exceptions to the above will take place only in compliance with Art. 49 GDPR.

8. RIGHTS OF THE DATA SUBJECT

The Data Subject may at any time exercise the rights reserved to him/her, as set out in Arts 15 et seq. of the EU Reg. In particular, the Data Subject has the right to request from the Data Controller access to and rectification or erasure of personal data concerning him/her or to object to the processing of personal data concerning him/her, as well as the right to data portability, to obtain confirmation as to whether or not personal data concerning him/her exist, regardless of their being already recorded, and communication of such data in intelligible form. Where the processing is based on Art. 6, para. 1, letter a) or Art. 9, para. 2, letter a), the Data Subject has the right to withdraw consent at any time without prejudice to the lawfulness of the processing based on the consent given before the withdrawal.

The Data Subject shall have the right to obtain: the updating, rectification or, when interested, integration of data; the erasure, anonymisation or blocking of data that have been processed unlawfully, including data whose retention is unnecessary for the purposes for which they have been collected or subsequently processed.

The Data Subject also has the right to object, in whole or in part: on legitimate grounds, to the processing of personal data concerning him/her, even if pertinent to the purpose of collection; to the processing of personal data concerning him/her for the purpose of sending advertising or direct sales material or for carrying out market research or commercial communication.

In compliance with Art. 15 letter f) of the aforementioned EU Regulation, the Data Subject has the right to lodge a complaint with the Data Protection Supervisory Authority.

In accordance with Art. 20 of the same EU Regulation, in the event of a request for data portability, the Data Controller will provide you with the requested data in a structured, commonly used and machine-readable format.

For the exercise of the rights referred to from art. 15 to art. 22 of the GDPR or for questions or information regarding the processing of your data and the security measures adopted, you can fill the request to our company to the following address:

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9. REGULATORY REFERENCES

The full text of the EU Regulation and further relevant national data protection legislation can be found on the website of the Italian Supervisory Authority accessible at the following link www.garanteprivacy.it.

10. CHANGES TO THIS DATA PROCESSING INFORMATION

Should there be any substantial changes with regard to the way in which the data is processed, we will inform you of these changes immediately.