



**INFORMATION NOTICE PURSUANT TO REGULATION (EU) 2016/679  
(PRIVACY NOTICE FOR CANDIDATES)**

According to articles 13 and 14 of Regulation (EU) 2016/679, we inform you of the following:

**1. Data controller.**

The data controller is **INDUSTRIA CHIMICA REGGIANA – I.C.R. S.p.A.** (hereinafter "I.C.R. S.p.A."), with registered office in Reggio Emilia, via M. Gasparini n. 7, C.F. and VAT number: 00140910357, e-mail: [privacy@icrsprint.it](mailto:privacy@icrsprint.it).

**2. Data Protection Officer.**

The data protection officer (DPO), appointed by the data controller, can be contacted at the e-mail address: [dpo@icrsprint.it](mailto:dpo@icrsprint.it).

**3. Purposes of data processing.**

The treatment is aimed to:

- a. verify the prerequisites for the employment, the establishment of an employment relationship or a working collaboration with I.C.R. S.p.A.;
- b. fulfil the obligations provided by the law, by a regulation, by the community legislation or by an order of the Authority;
- c. defend a right in court or before judicial authorities exercising jurisdictional functions.

**4. Legal basis of the data processing.**

The data processing is lawful because it is:

- a. necessary for the execution of a contract of which you are a party or for the execution of pre-contractual measures adopted at your request, for the hiring, the assignment of work assignment or the establishment of a working relationship, as well as the related management of relationship;
- b. necessary to fulfil a legal obligation to which I.C.R. S.p.A.;
- c. necessary for the pursuit of the legitimate interest of the data controller, for the defence of a right in court or before judicial authorities.

**5. Categories and origin of processed data.**

The processing may concern personal identification data (name and surname), personal data (place and date of birth, residence), tax identification data (tax code), curriculum vitae and any personal data necessary to achieve the aforementioned purposes. These data are provided directly by you, or by employment centres, temporary agencies or personnel recruitment and selection agencies.

**6. Methods of data processing.**

The processing is carried out, with methods strictly necessary to meet the aforementioned purposes, by means of some or all of the operations indicated in art. 4, n. 2) of the EU Regulation 2016/679: collection, registration, organization, structuring, storage, consultation, processing, adaptation, modification, selection, extraction, comparison, use, interconnection, blocking, communication, cancellation and destruction of data. The operations can be carried out with or without the use of electronic, telematic or automated means.

**7. Provision of data.**

**INDUSTRIA CHIMICA REGGIANA - I.C.R. S.p.A.**

42124 Reggio Emilia - Via M. Gasparini, 7 - Tel. +39 0522 517803 - Fax +39 0522 514384

e-mail: [icr@icrsprint.it](mailto:icr@icrsprint.it) - [www.icrsprint.it](http://www.icrsprint.it) - PEC: [amministrazione.icrsprint@legalmail.it](mailto:amministrazione.icrsprint@legalmail.it)

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**International Department:** 42124 **Reggio Emilia** - Via Neviani, 5 - Tel. +39 0522 517803 - Fax +39 0522 512446

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The provision of personal data is optional, but any refusal to supply them in whole or in part may make it impossible for I.C.R. S.p.A., to verify the conditions for the employment, the establishment of an employment relationship or a working collaboration.

In any case, communicating your personal data for any of the purposes referred to in point 3, I.C.R. S.p.A. may process such data to fulfil legal obligations and pursue its legitimate interest in protecting its own right in court or before judicial authorities.

#### **8. Data storage.**

The personal data will be processed and stored for the entire period necessary for the complete verification of the conditions for the recruitment, the establishment of an employment relationship or a working collaboration, as well as for the correct fulfilment of legal obligations, as well as for the duration necessary for the defence of rights in court or before judicial authorities.

#### **9. Data communication.**

Personal data may be disclosed to, or become aware of, for the purposes referred to in point 3 and to provide, improve, protect and promote their services:

- a. internal staff of I.C.R. S.p.A., specifically authorized to process data, and delegated to the management of personnel and related payroll, to administration, and to the management and control of the company's IT structure;
- b. data processors and related additional managers and authorized subjects, such as, for example, but not limited to: accountants, work consultant, IT service providers or service providers, and related technical personnel, any collaborators, appointees occasional maintenance operations, all adequately trained in protecting privacy;
- c. board of auditors, statutory auditors, supervisory body;
- d. public bodies, judicial or administrative authorities, for the fulfilment of legal obligations;
- e. any temporary work agency or personnel search and selection;
- f. employment centres;
- g. other subjects that process the data in compliance with specific legal obligations.

#### **10. Profiling.**

Personal data is not subject to any fully automated decision-making process, including profiling.

#### **11. Data transfer abroad.**

The personal data processed may be transferred to third countries with respect to the European Union, making use of the holder of services (cloud) provided by a provider established in the United States. This supplier, and the processing of data entrusted to him, are in any case compliant with the regulations of the EU-US Privacy Shield (Privacy Shield), as established by the US Department of Commerce regarding the collection, use and storage of personal data from the European Union and transferred to the United States. This instrument was deemed adequate by the European Commission with Implementation Decision (EU) 2016/1250 of 12 July 2016.

#### **12. Rights of the data subject.**

Pursuant to the articles 15-18 and 20-21 of the EU Regulation 2016/679, the data subject has the right to obtain:

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- a. the confirmation of the existence or not of personal data concerning him, even if not yet recorded, and their communication in intelligible form;
- b. the indication:
  - the origin of personal data;
  - the purposes and methods of processing;
  - the logic applied in the case of processing carried out with the aid of electronic instruments;
  - of the identification data concerning the data controller and any data supervisors;
  - the subjects or categories of subjects to whom the personal data may be communicated or who can learn about them as managers or agents;
- c. updating, rectification or, when interested, integration of data;
- d. the deletion, transformation into anonymous form or blocking of data processed in violation of the law, including those for which conservation is not necessary in relation to the purposes for which the data were collected or subsequently processed;
- e. the attestation that the operations referred to in letters c) and d) have been brought to the attention, also with regard to their content, of those to whom the data have been communicated or disseminated, except in the case where such fulfilment proves impossible or involves the use of means that are manifestly disproportionate to the protected right.

The data subject has the right to object, in whole or in part:

- a. for legitimate reasons, to the processing of personal data concerning him, even if pertinent to the purpose of the collection;
- b. to the processing of personal data concerning him for the purpose of sending advertising materials or direct sales or for carrying out market research or commercial communication.

The data subject has the right to revoke, at any time, the consent given, in relation to the processing activities of which it represents the legal basis, without prejudice to the lawfulness of the processing based on the consent given before the revocation.

The data subject has the right to data portability, i.e. to receive in a structured format, commonly used and readable by an automatic device, personal data concerning him and has the right to transmit such data to another data controller without hindrance.

Furthermore, the data subject has the right to propose the claim right to a supervisory authority (in Italy, the Guarantor for the protection of personal data: [www.garanteprivacy.it](http://www.garanteprivacy.it)).

You can exercise your rights with a written request, sent to I.C.R. S.p.A., at the addresses indicated in point 1.

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