

## PRIVACY POLICY – candidates

### pursuant to Articles 13 and 14 of EU Regulation 679/2016 and applicable privacy provisions

#### Foreword

Pursuant to and for the purposes of EU Regulation 679/2016 on the protection of personal data ("**Regulation**") and any other provision and/or legislation, national and/or Community, applicable to the protection of personal data, ARTNETWORTH S.R.L. with registered office 20144 – MILAN (MI), Via Tortona 4, Data Controller ("**Company**" or "**Data Controller**"), informs you that the personal data you provide on the occasion of your application or otherwise acquired as part of the interview with our Company, may be processed in compliance with the following.

#### 1. Data categories and source

For the pursuit of the purposes outlined below, our Company will process personal data that are "identifying" and refer to curricular experiences (e.g. biographical data, contact data, professional experiences). Such Data may be provided by third parties such as recruitment agencies or digital platforms dedicated to such activity (e.g. LinkedIn) ("Data").

The Company will acquire and use the personal data and information you provide for the application, including the data contained in your CV, for the exclusive purposes of selection and management of the application. In any case, please do not include in your CV and/or communicate to the Company during the interview process any data of a sensitive nature (e.g., related to health status, political opinions, sexual life, etc.), other than those strictly necessary under the law for the purposes of CV selection and evaluation (e.g., membership in protected categories).

## **2. Purpose of processing and legal basis for processing**

The Data Controller collects and processes personal data referable to you for recruitment and selection purposes. The information processed is necessary for the execution of search and selection activities by our Company. Below we explain the purposes for which your personal data are processed as well as the legal basis legitimizing the related processing.

The Company processes the Data for:

(i) The intake and evaluation of your application.

The legal basis for processing, in this case, is the Company's handling of your application;

(ii) Purposes related to the fulfillment of legal obligations, regulations, national and EU regulations as well as provisions issued by authorities empowered to do so by law.

The legal basis for the processing of Data processed for this purpose is the fulfillment of obligations under the law and applicable regulations.

## **3. Nature of data provision and consequences of failure to provide data**

For the execution of the purposes listed above, the processing of Data is necessary and failure to provide it will result in the impossibility of proceeding with the evaluation of the application.

## **4. Categories of individuals to whom the data may be disclosed**

The Data will not be disseminated and may be communicated, for the above purposes, to the companies on whose behalf we carry out recruiting activities, who will process the Data as autonomous data controllers in the event of the establishment of a contractual relationship between you and the Companies themselves.

The Data, may also be will be brought to the attention of our personnel who will process them in their capacity as data processors.

## 5. Data Retention Criteria

The personal data you provide will be kept for the time necessary to pursue the purposes for which they were collected and to carry out the activities related and instrumental to them, as indicated in paragraph 1 above, and are deleted when the purposes for which they were collected and processed no longer exist.

In particular, personal data collected for the purposes of personnel recruitment and selection will be retained by the Company, in the event of non-employment, for 2 years after they are provided.

## 6. Rights of data subjects

We inform you that you may exercise, in the cases expressly provided for in the Regulations, the rights set forth in Articles 15 et seq. of the Regulations and in particular:

- (i) request confirmation that the processing of the Data is taking place and, in this case, ask the Data Controller for access to the information relating to such processing;
- (ii) request rectification of inaccurate or incomplete Data;
- (iii) request from the Data Controller the deletion of the Data;
- (iv) request the restriction of the processing;
- (v) request to receive, in a commonly used and machine-readable format, the Data concerning you or to obtain direct transmission to another data controller, where technically feasible (so-called "data portability").

You also have the right to object in whole or in part, for legitimate reasons, to the processing of Data concerning you.

The exercise of the aforementioned rights can be done by sending a request to the Company at the e-mail address [privacy@digitag.me](mailto:privacy@digitag.me)

Finally, if you believe that the processing of the Data provided violates the legislation on the protection of personal data, you have the right to lodge a complaint with the Data Protection Authority ([www.garanteprivacy.it](http://www.garanteprivacy.it)).

The Holder shall do so without delay and, in any case, no later than one month after receipt of the request. The deadline may be extended by two months if necessary, taking into account the complexity and number of requests received by the Controller. In such cases, the Controller will, within one month of receipt of your request, inform you and make you aware of the reasons for the extension.

Exercise of the above rights can be done by sending a request to the e-mail address [privacy@digitag.me](mailto:privacy@digitag.me).

The Company reminds you that, where the response to your requests has not been satisfactory in your opinion, you may address and file a complaint with the Personal Data Protection Authority (<http://www.garanteprivacy.it/>) in the manner provided for in the Regulations and in the operating procedures set forth in the reported site.

## **7. Update of the disclosure.**

This policy was updated in March 2024.

**The Data Controller**  
**Artnetworth S.r.l.**