



PROCESSING DATA POLICY FOR APPLICANTS

INFORMATION ON THE PROCESSING OF PERSONAL DATA IN ACCORDANCE WITH ARTICLES 13 AND 14 OF REGULATION (EU) 2016/679

1. TRATTAMENTO PURPOSES OF LEGITIMATE INTERESTS PURSUED BY THE CONTROLLER

Markas S.r.L. has developed a system of spontaneous application through the forwarding of personal data and curriculum vitae, which can be accessed through this website.

The data can be used (in accordance with the principles laid down in art. 5 par. 1 of Reg. EU 679/16) for different purposes, such as:

- a) selection of new professional profiles;
- b) opportunity to apply for professional positions available on the site;
- c) evaluation of profiles of potential collaborators to insert within the organisation or one of the companies belonging to Markas Group;
- d) information in favour of candidates about the job offers or the company's business, also by means of the newsletter system;

The data will be treated only with prior consent of the data subject, pursuant to art. 6 par. 1 letter a) of Reg. EU 679/16.

The data will be processed by Markas S.r.L. on paper, information and/or data transmission system.

2. COOKIES E IP's

If the candidate registers, he/she accept the use of cookies and the control of the IP's. Our site traffic analyser uses cookies and IP's, which allow to collect statistics, such as: date of first visit, number of visits, date of last visit, source URL and domain, browser used and screen resolution. The applicant may however deactivate and/or eliminate cookies by following the instructions provided by the internet browser used.

3. DATA CONTROLLER

The data controller is Markas S.r.L., via Macello n.61, Bolzano.

4. DURATION OF TREATMENT

The data will be treated for a period of 3 years, unless the revocation of consent by the data subject intervenes, that is the request of cancellation by the same in the manner and in the cases provided for by art. 17 of Reg. EU 679/16, anyway without prejudice to the right to object to the processing of data in accordance with art. 21 of Reg. EU 679/16, that is for purposes necessary to the data controller.



5. RIGHTS OF THE DATA SUBJECT

The data subject, in accordance with articles 15 to 22 of the regulation, has the right to obtain from Markas S.r.L. confirmation that the same is actually treating the personal data provided and to have access to the latter.

The data subject has also the right to get correction, that is modification of personal information which is inaccurate, or integration of incomplete ones.

At the request of the data subject, Markas S.r.L. has also the duty to proceed with the deletion of personal data of the applicant, if they are no longer necessary to accomplish the purposes referred to in paragraph 1 of this statement, in case of withdrawal of consent or the opposition of the data subject to their treatment or in the case of illegal treatment.

The data subject may also ask Markas S.r.L. to limit the processing of data, if the latter are not correct or the processing thereof is unlawful but the data subject opposes to their cancellation, requesting the mere limitation of their use, or when they are required to establish, exercise or defend a right in a Court of law, or if the limitation to the treatment is necessary in the period of time in which a decision is being taken about the opposition to data processing proposed by the data subject.

It should also be remembered that the data subject has the right to object to the processing of his/her personal data at any time. In such a case, Markas S.r.L. refrains from further treatment, unless it is able to establish the existence of legitimate reasons, which make the treatment mandatory, or that prevail over the rights of the data subject or which are necessary for the defence of a legal claim.

He/she is also entitled to data portability with other data controllers.

6. DATA PROTECTION OFFICER

The data protection officer (DPO) is Renorm S.r.L. Contact person: Dr Andrea Avanzo.

Interested parties may request further information at it-privacy@markas.com.