

## PRIVACY POLICY

This is to inform you that in our company, with the undersigned SARCINELLI NICOLA as Data Processor, the processing of your personal data is carried out in full compliance with European Regulation 679/2016.

### Collection and use of personal data

The data provided will be included in our company's databases for the purposes having the following legal bases:

- 1) Fulfilment of contractual, accounting, remuneration, social security, welfare, insurance, training, evaluation and tax obligations relating to the obligations provided for by laws, regulations and regulations in force
- 2) Administrative/accounting and personnel management and employment relationship in general (including, but not limited to, travel and/or accommodation reservations, visas, mobile telephony, company credit card, ...) and/or corporate welfare
- 3) Fulfilment of particular legal requests / coming from the employee / or prescribed by the relevant CCNL especially concerning the matter of labour law and social security and social protection and for which it may be necessary to process the so-called special data<sup>1</sup> subject to the acquisition of legitimate consent;
- 4) For the pursuit of the legitimate interest of the data controller or third parties;
- 5) To establish, exercise or defend legal claims or whenever courts are acting in their judicial capacity;
- 6) Identification of the person for corporate security purposes;
- 7) For the purpose of production verification;
- 8) For the assessment of pending charges for the purpose of recruitment.
- 9) Use of personal data for registration to conferences and mandatory and non-mandatory training courses;
- 10) Communication of personal data of the data subject to colleagues for business needs;

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<sup>1</sup> Special data are those capable of identifying racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, as well as processing genetic data, biometric data for the purpose of uniquely identifying a natural person, data concerning health or data concerning a natural person's sex life or sexual orientation  
[www.ec-cables.it](http://www.ec-cables.it)

## Methods and purposes of data processing

The data provided will be included in our company's databases for the additional purposes whose processing requires consent:

On the basis of this legislation, the processing will be based on the principles of correctness, lawfulness and transparency and the protection of your privacy and your rights.

Pursuant to Article 13 of the aforementioned Regulation, we also inform you that:

- The above-mentioned data will be communicated, for the execution of legal and contractual obligations, to subjects such as workers' trade unions and employers' trade unions, financial administration, social security and welfare institutions, public security authorities, credit institutions, insurance companies, law firms, consultants, professionals, training institutions, clients for access to the construction site appointed, if necessary, as Data Processors.
- They will not be disseminated;
- In addition, within the company, the staff of the accounting, administration, management, etc. offices may be communicated to the staff of the offices, as they are responsible for and in charge of the processing;
- The Data Controller will keep the data relating to points 2 and 3 for the period established by law and in particular by tax and social security provisions with regard to point 1. With regard to points 4 and 5, the verification of the obsolescence of the data stored in relation to the purposes for which they were collected is carried out periodically;
- The interested party has the right to:
  - Access to personal data;
  - Request the rectification, erasure or restriction of processing;
  - Object to the processing;
  - Achieve data portability;

You also have the right to revoke your consent at any time without prejudice to the lawfulness of the processing or the right to lodge a complaint with a supervisory authority.