

CANDIDATE PRIVACY NOTICE

(pursuant to Article 13 of EU Regulation 2016/679)

Privacy Notice on the processing of personal data (pursuant to Article 13 of EU Regulation 2016/679 – General Data Protection Regulation and the Italian Privacy Code, as last amended by Legislative Decree 101/2018)

Who is the Data Controller of your Data?

The Data Controller is MVN s.r.l., via Alfredo Campanini, 12, 20124, Milan, which can be contacted at the following e-mail address: info@mvnlog.com

The Data Controller has appointed the Chief Executive Officer as “Privacy Officer”, granting him the functions, powers and responsibilities relating to the privacy management of the “Data Controller”.

What are the contact details of the Data Protection Officer (DPO)?

The Data Controller has appointed a Data Protection Officer who can be contacted at the following e-mail address: dpo@mvnlog.com

What are the purposes and the related legal bases legitimising the processing of your data?

Personal data are processed for purposes connected with or instrumental to carrying out candidate search and selection activities in relation to all managed positions. The legal basis is: the performance of pre-contractual measures adopted at your request (Art. 6(1)(b) GDPR).

Any personal data provided by you falling within the special categories of data pursuant to Art. 9 GDPR will be processed, only where necessary and relevant, in order to assess your application for job positions falling within the scope of protected categories. The legal basis is: the necessity to carry out obligations and exercise specific rights of the data controller or of the data subject in the field of employment and social security and social protection law, insofar as it is authorised by Union or Member State law or a collective agreement pursuant to Member State law, providing for appropriate safeguards for the fundamental rights and interests of the data subject (Art. 9(2)(b) GDPR).

MVN srl

We may process public information relating to your profile available on professional social networks in order to verify that the data you have provided correspond to what you have declared, limited exclusively to professional information necessary solely for the purpose of assessing the specific risks related to the type of activity to be carried out based on the profile sought, adopting all necessary measures to ensure the proper balancing of your interests, rights and fundamental freedoms with our legitimate interest. The legal basis is: the Company's legitimate interest (Art. 6(1)(f) GDPR).

For the establishment, exercise or defence of the Controller's rights in out-of-court and/or judicial proceedings. The legal basis is: the Company's legitimate interest (Art. 6(1)(f) GDPR).

Mandatory or optional nature of the provision of data

The provision of data is mandatory; refusal to provide the data, in whole or in part, will prevent the processing of the application.

Recipients of personal data

For the pursuit of the purposes, the Data Controller may communicate your personal data to third parties, such as, by way of example, those belonging to the following subjects or categories of subjects:

- subjects whose right of access to data is recognised by provisions of law, secondary legislation and European legislation;
- collaborators, employees and consultants of the Data Controller, within the scope of their respective duties and/or any contractual obligations;
- suppliers, including Data Processors appointed pursuant to Article 28 of EU Regulation 2016/679, acting on behalf of the Data Controller;
- natural and/or legal persons, public and/or private, where communication is necessary or functional to the performance of the Controller's activities in the manner and for the purposes described above.

The Data Controller ensures the utmost care to ensure that the communication of your personal data to the aforementioned recipients concerns exclusively the data necessary for the achievement of the specific purposes for which they are intended.

Your personal data are in no case disclosed (made known to unspecified subjects), without prejudice to legal obligations, in particular in matters of Transparency and Legal Publicity.

Transfer of data to third countries

The management and storage of personal data will take place within the European Union. Should an extra-EU transfer be necessary for the performance of institutional tasks, such transfer shall take place only in the cases and in the manner provided for by EU Regulation No. 679/2016, on the basis of an adequacy decision of the European Commission or, in the absence thereof, in the presence of appropriate safeguards pursuant to Article 46 GDPR or the derogations provided for specific situations indicated in Article 47 GDPR.

Data retention period

Your data will be retained for the period necessary to achieve the purposes for which they were collected and in compliance with the relevant legal provisions. In particular, candidate data will be retained for 12 months, unless the data subject requests their erasure.

In the event of establishment, exercise or defence of the Controller's rights, the data will be retained for the entire duration of the dispute, until the expiry of the time limits for bringing appeals.

Rights of data subjects

The data subject to whom the personal data refer may exercise at any time the rights set out in Articles 15–22 of the GDPR by submitting a request to the Data Controller or to the Data Protection Officer, at the contact details indicated above.

- In particular, the data subject may exercise, where applicable, the right to:
- request access to personal data and to the information relating thereto, as well as rectification of inaccurate data or completion of incomplete data;
- request erasure of Personal Data (upon the occurrence of one of the conditions set out in Article 17, paragraphs 1 and 3) or restriction of their use (Article 18);
- obtain data portability;
- object to the processing of personal data;

- where consent is required for the processing of personal data, withdraw at any time the consent already given, without prejudice to the lawfulness of the processing carried out prior to the withdrawal of consent;
- lodge a complaint with a supervisory authority (Italian Data Protection Authority – www.garanteprivacy.it)