

INFORMED CONSENT FOR CV

pursuant to art. 13 of European Regulation No. 679 of 2016 and art. 13 of Legislative Decree No. 196 of 30 June 2003

This privacy policy, pursuant to the combined provisions of art. 13 of the Legislative Decree no. 196/2003 ("Privacy Code") and art. 13 of European Regulation No. 679 of 2016 ("Privacy Regulation"), is brought to the attention of all the data subject who send their curriculum vitae to the El.En. Group companies, in paper or electronic form, in reply to a specific job advertisement or for a "spontaneous" application ("Data Subjects").

Please note that the current legislation on the processing of personal data requires an explicit and free consent from the person concerned and that such consent, if requested, is given by the person in a separate form depending on the purposes of the privacy policy itself.

1. Joint Controllers – Data Protection Officer – Data Processors

1.1. Joint Controllers

The El.En. Group, lead by the company El.En. S.p.a. (hereafter also "Parent company"), includes, on the date the present document has been drafted, the companies listed in the establishment plan available at: www.elengroup.com.

The said companies have the autonomous role of data controllers and they are required to release their information about data processing, except where each company take on the role of joint controller, together with the Parent company El.En. S.p.a..

The term joint controllers refers to "*two or more controllers jointly determine the purposes and means of processing*", as provided for in article 26 of the Privacy Regulation (hereafter also "Joint Controllers").

Particularly, El.En. S.p.a. with registered office in Via Baldanzese no. 17, 50041 Calenzano (FI), TAX e VAT No. 03137680488, Tel. 055 8826807, e-mail privacy@elen.it, is the Joint Controller of the personal data processed by the group companies: Deka M.E.L.A. S.r.l., Cutlite Penta S.r.l., Ot-Las S.r.l., Elesta S.r.l. and Esthelogue S.r.l., in the services of staff recruitment and management.

The relationship described above is based on specific operational requirements of the companies, in order to make the abovementioned activities more functional and ensure the uniformity of data processing.

1.2. Data Protection Officer

The Parent company El.En. S.p.a. has appointed the Data Protection Officer, that is responsible for ensuring compliance with the provisions of the Privacy Regulation and represents the contact point with the supervisory authorities (hereafter also "DPO"). The contact details of the DPO are available on the El.En. Group website, by clicking on the link "*Privacy Policy*".

1.3. Data Processors

The updated list of designated Data processors can be provided on request by the interested parties and/or users.

2. Personal data processed

- Name, data and place of birth, contact details, qualifications (education, training courses, previous work experience) and any other data listed in the CV;
- Judicial data, if the processing of this is expressly laid down by law or authorized by the Italian supervisory authority.

3. Purposes and methods of the processing

The personal data that you supply with the optional and voluntary sending of this form will be processed by El.En. S.p.a. and the group company in each case interested in the evaluation of the application received, in accordance with the above-mentioned laws, with the sole purpose of staff selection. We also inform you that failure to give consent to the processing of the data that you supplied precludes the possibility to have access to the selection of staff carried out by the El.En. Group.

The processing of the personal data that you supply will be carried out by our specifically appointed staff with the use of manual, paper and electronic tools, and in any case in manners designated to ensure the security and the confidentiality of the same.

4. Access to data and their communication

The personal data that are processed may be communicated to third parties in the event that it may be required in relation to requests by judicial authorities or required in order to carry out fiscal or administrative obligations, and normally to carry out the task and function of the privacy policy itself. Within the possible communication to other El.En. Group companies, for the sole purpose of selection of staff by such entities.

5. Policy on the retention of personal data

Without prejudice to legal obligations, the personal data will be stored for a determined period of time based on criteria founded on the nature of the services provided.

6. Rights of the Data Subject

Pursuant to articles 15-22 of Privacy Regulation, the data subject is entitled:

- a) To be inform of:
 - The source of the personal data;
 - The processing purposes and methods;
 - The logic applied when data are processed using electronic equipment;
 - The identity of the data controller, data processors and designated representative pursuant to article 5;
 - The parties or categories of parties to whom the personal data may be communicated;
- b) To obtain:
 - The updating, rectification or, where he/she wishes, the integration of the data;
 - The cancellation, anonymization, or blocking of data processed unlawfully, including data that does not need to be retained for the purposes for which it was collected or subsequently processed;
 - Certification that the activities mentioned above, including their content, have been notified to those to whom the data was disclosed, unless this requirement proves impossible or implies manifestly disproportionate measures with respect to the protected right;
 - Data portability: the right to receive personal data in a structured, commonly used and automatically readable format, and to transmit such data to another data controller, only for cases where the processing is based on consent and for only data processed by electronic means;
- c) To oppose, in whole or in part:

- For legitimate reasons, to the processing of his/her personal data, even if it is pertinent for collection purposes;
- To the processing of his/her personal data for the purpose of sending advertising materials or for carrying out market researches or promotional communications.

7. Data transfer

The El.En. Group may transfer such data within the Group itself or third parties located in other countries, even outside the EU. If personal data will be transferred to countries that don't provide the same level of protection, or in any case, an adequate level of protection, the El.En. Group ensures that every supplier takes specific contractual obligations in accordance to the applicable laws.

8. Contact details

To exercise all rights as identified above, simply contact the Joint Controllers by sending an e-mail to: privacy@elen.it, privacydeka@dekalaser.com, privacy@otlas.com, privacy@cutlitepenta.com, privacy@elesta-echolaser.com, privacy@esthelogue.com.

If you request information about your data the Joint Controllers shall respond promptly – unless this proves impossible or involves a manifestly disproportionate effort compared with the right to be protected – and in any case no later than 30 days from the request. The Joint Controllers will justify any inability to meet the request.

Last amendment on 12 July 2018