

EBITEMP PRIVACY POLICY OF THE APPLICANT

PRIVACY POLICY (Policy updated 06/12/2019)

Before processing your data, we submit to you the Ebitemp Privacy Policy, which is necessary for the protection of your personal data, in accordance with the provisions of the relevant legislation. **The information below will help you to understand:**

- ✓ which persons will process your data and how to contact them;
- ✓ how your data are analysed and for what reason;

USEFUL CONTACT INFORMATION

Ebitemp is the Entity that processes your data and for legal purposes is considered the Data Controller. As Data Controller, Ebitemp is responsible for applying the organisational and technical measures necessary and adequate for the protection of your data. The headquarters of the Data Controller are in Rome – Corso Vittorio Emanuele II, 269, 00186. Tel.: 06-68301506

The Data Controller has also appointed a Data Protection Officer who is responsible for ensuring legal compliance to protect your privacy. You can contact the Data Protection Officer at the following address: Corso Vittorio Emanuele II n. 269 Roma (00186). Tel.: 06-68301506 - dpo@ebitemp.it. Further information on your rights can be found in the paragraph below, headed Your rights.

INFORMATION ABOUT THE DATA PROCESSING

All the personal data that you provide us with will be processed in accordance with current legislation on privacy. The Data Controller will process all personal data according to the principles of correctness, legality and transparency, in accordance with the following purposes. Personal data will only be collected to the extent necessary for the data processing and will only be used by personnel authorised and trained for the purpose and in order to guarantee the necessary confidentiality of the information provided. In particular, the Data Controller will collect, record, consult and in general process your personal and identifying data, with particular reference to data that may reveal your state of health, but only where necessary to fulfil the purposes declared in this policy. The data processing will concern both the data provided at the time you sign this authority and any other data that may be requested by Ebitemp to allow the fulfilment of the purposes indicated in this policy.

In particular, the Data Controller may use your data to:

- comply with legal requirements in civil and tax matters or with EC legislation, rules, codes or procedures approved by Authorities and other competent bodies (e.g. tax, fiscal or anti-money laundering investigations);
- allow the correct regulatory, technical and financial management of the contractual relationship;
- assert or defend a right in court, or in administrative or arbitration and conciliation procedures in the cases provided for by law, European Union legislation or regulations.

The processing of the above data is necessary:

- to allow you access to the services provided by Ebitemp;
- to allow Ebitemp to pursue statistical objectives;
- to allow Ebitemp to send information and promotional material by e-mail in relation to activities and topics of interest related to temporary work;

Your refusal to provide the personal data will make it impossible to achieve the purposes indicated in point 1) and, in particular, will make it impossible for Ebitemp to provide you with its services.

Data Conservation Period. The Data Controller will keep your data for the period necessary to achieve the purposes indicated in this privacy policy and, subsequently, for a period of 10 years starting, for each service requested, from the last application and/or documentary integration.

Transfer and access to your data. The Data Controller may - without requiring your consent - communicate your personal data to one of the categories of recipient indicated below, such as: Go Project S.r.l., based in Rome at Via Alessandria, 88, which now manages the preparation and sending of promotional material on behalf of Ebitemp; Italian Moving Network Inc., based in Rome at Via Oreste Ranelletti 61/63, which manages data archiving services on behalf of Ebitemp;

Bucap S.p.A, based in Monterotondo Scalo (RM) at Via E. Ramarini 7, which manages data archiving services on behalf of Ebitemp; Cassa Mutualistica Interaziendale, based in Milan at Viale San Gimignano 30/32 which manages health protection services on behalf of Ebitemp; Forma.temp, based in Rome at Piazza Barberini, 52;

INAIL, based in Rome at P.le Pastore, 6;

INPS, based in Rome at Via Ciro il Grande, 21;

Ministry of Labour and Social Policies, based in Rome at Via Veneto, 56 and the employment agencies registered in the Ministry's computerised register; public bodies and/or social security agencies and/or employment agencies and/or third-party companies and/or universities and/or foundations that process personal data in aggregated and anonymised form in order to manage statistical activities on behalf of Ebitemp;

third parties working on behalf of the Data Controller, in their capacity as external data processors;

Judicial authorities, insurance companies for the provision of insurance services, as well as any persons to whom the data must



CONSENT TO THE PROCESSING OF PERSONAL DATA

YOUR RIGHTS

With reference to the data processed, the Data Controller guarantees that you can:

- ✓ obtain confirmation of the existence of your personal data and its communication in an intelligible form;
- ✓ obtain the updating, rectification and integration of your data;
- ✓ request the erasure of your data, under the terms permitted by law, or request that they be anonymised;
- ✓ oppose, in full or in part, for legitimate reasons, the processing of your personal data;
- ✓ limit the processing, in case of violation, request for rectification or opposition;
- ✓ request the portability of electronically-processed data, provided on the basis of consent or contract;
- ✓ withdraw consent to the processing of your data, where foreseen.

To this end, the Data Controller has provided a specific section on its website where you can download the forms, which should be sent by e-mail to the following address: dpo@ebitemp.it. Otherwise, you can hand the forms in at the counter or send them by registered post.

The Data Controller will make every effort to reply to your request within one month, except in particularly complex cases, which may take up to 3 months. In any case, the Data Controller will explain the reason for any delay within one month of your request.

The outcome of your request will be sent to you in writing or electronically. If you are requesting the rectification, erasure or limitation of the data processing, the Data Controller will inform each recipient of your data of the results of your request, unless this proves impossible or involves a disproportionate effort.

The withdrawal of consent will have no effect on the legality of any data that were processed before the consent was revoked.

The Data Controller wishes to inform you that a contribution may be requested if your requests are manifestly groundless, excessive or repetitive; in this regard the Data Controller keeps a register to track all requests for intervention.

APPLICANT'S CONSENT

The undersigned _____ Born in _____ Prov () _____
_____/_____/_____ Tax Code _____

having acquired the information provided by the Data Controller under the current data protection laws and Regulation EU 679/2016 and in the awareness that the processing will also include the sensitive data referred to in Art. 9 of Regulation 679/2016, with particular reference to data that may reveal the state of health of the data subject,

CONSENTS DOES NOT CONSENT

to the processing of their data, with particular reference to data that may reveal the state of health of the data subject, where necessary for carrying out the operations indicated in the policy;

Date ____/____/____ Place _____ Sign _____

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to the use of the email address given in the request form, in order to communicate the outcome of the attached application, and to store this email address in its database to receive information or news about the activities of the Data Controller (you may in any case, at any time, ask Ebitemp to remove your e-mail address from the database by sending a written request).

Date ____/____/____ Place _____ Signature _____

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to the communication of their data, both personal and sensitive, to the recipients and categories of recipient indicated in the policy,

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EBITEMP PRIVACY POLICY OF THE DATA SUBJECT

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