PRIVACY POLICY – ART. 13 EUROPEAN REGULATION NR. 2016/679
(General Data Protection Regulation)

1. Data Controller

The Data Controller is Autoware S.r.l. (VAT no. 02552000248), represented by its legal representative pro tempore, with registered office in Vicenza, Via dell'Edilizia, 19/25, www.autoware.it, hereinafter "the Controller." The Controller intends to provide the interested party with complete information on the purposes and methods of processing the personal data collected through CVs.

2. Methods of Processing Personal Data

Personal data (e.g., personal details, telephone number, email address, etc.) are processed on computer media or with the aid of computerized or automated tools in compliance with minimum security requirements and, in any case, in a manner that guarantees the integrity, security, and confidentiality of the data.

3. Purpose of processing

The Data Controller will process your personal data for the purposes of selecting, evaluating, and recruiting personnel for its organizational structure.
The legal basis is the pre-contractual necessity pursuant to Art. 6(1)(b) GDPR as indicated by Art. 111-bis of the Privacy Code, specifically to assess the suitability of the candidate for a specific job position; the provision of data is optional, however, in the absence of such provision the controller will not be able to proceed with the evaluation of the candidate's profile.
Data is collected by sending information about your professional experience in the form of a Curriculum Vitae ("CV") by mail, fax, email, or handwritten letter, using the dedicated form on the website or social media. During the selection and interview process, data subjects may submit their CV.
Submitting a CV may constitute:

- a spontaneous application;
- responding to specific job postings published on any media, on its website, or on third-party websites.

The collection only concerns common personal data, including a photograph accompanying the professional profile, which will be processed strictly within the limits strictly relevant to the obligations, duties, and purposes set out in this Article 3. Therefore, the interested party must not disclose any data that could be classified as special categories of data pursuant to Regulation 2016/679 or sensitive data. If the CV also contains such data, the Data Controller will process only the data relevant to the assessment of professional aptitude, to the extent that the acquisition of such information is strictly necessary to establish the collaboration/employment relationship.

4. Recipients or categories of recipients of personal data

The personal data you provide for the purposes described above may be disclosed to employees and/or collaborators of the Data Controller and communicated to the following par- ties:

- third-party companies appointed by the Data Controller to perform the obligations assumed by the latter for the processing envisaged for the purposes refer- red to in Article 3.
- all parties (including public authorities) entitled to access the data pursuant to regulatory or administrative provisions;
- third-party companies that provide essential support services for the processing and have direct or indirect access to your data;
- third-party companies appointed by the Data Controller to process the data envi-aged for the purposes referred to in Article 3. 3.

All collaborators or suppliers used by the Data Controller to process your personal data have been appropriately and legally authorized and held accountable for the methods and purposes of the processing assigned to them and will act in compliance with this policy.
The personal data provided by you and subsequently processed in connection with the management of the service are not subject to disclosure.

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5. Data retention periods

The Data Controller will process personal data for the time necessary to fulfill the aforementioned purposes and in any case for no longer than 12 months from collection for the purposes indicated. After this period, the Data Controller or a designated person will delete the CV or pseudonymize the data.

6. Exercise of rights by the data subject

Pursuant to Articles 13, paragraph 2, letters b) and d), 15, 18, 19, and 21 of the GDPR, the data subject is informed that he or she has the right to:

- Access to personal data: obtain confirmation as to whether or not personal data concerning you are being processed and, where that is the case, access to the following information: the purposes, categories of data, recipients, retention period, the right to lodge a complaint with a supervisory authority, the right to re- quest rectification or erasure, restriction of processing, or object to processing, as well as the existence of automated decision-making;
- Request rectification or erasure of personal data or restriction of processing concerning you; "restriction" means the marking of stored data with the aim of limiting their processing in the future;
- Objection to processing: object, on grounds relating to your particular situation, to processing of data for the performance of a task carried out in the public interest or for the pursuit of a legitimate interest of the Data Controller;
- Data portability: in the case of automated processing based on consent or in performance of a contract, to receive the personal data concerning you in a structured, commonly used, and machine-readable format; Specifically, the data will be provided to you by the Data Controller in .xml format;
- Withdraw consent to processing for marketing purposes, both direct and indirect, market research, and profiling; exercising this right does not in any way affect the lawfulness of processing carried out before its withdrawal;
- File a complaint pursuant to Art. 77 GDPR with the supervisory authority competent for your habitual residence, place of work, or the place where your rights were infringed. For Italy, the competent authority is the Italian Data Protection Authority, which can be contacted using the contact details provided on the website http://www.garanteprivacy.it.

The aforementioned rights may be exercised by sending a specific request to the Data Con- troller using the contact channels indicated in Art. 1 of this policy.

Requests relating to the exercise of your rights will be processed without undue delay and, in any case, within one month of the request. Only in particularly complex cases and in the number of requests may this deadline be extended by an additional 2 (two) months.

The exercise of these rights is not subject to any formal constraints and is free of charge. The email address for exercising these rights is privacy@autoware.it

7. Data Protection Officer (DPO)

The Data Controller has designated the Data Protection Officer (DPO) pursuant to Article 37 of the GDPR, Top Management Consulting Srl, represented by its legal representative, Eng. Maurizio Squaiella, with registered office at Via dei Cairoli 71, 36100 Vicenza, Tax ID No. 03947550244. The DPO may be contacted for any information and/or requests by sending an email to privacy@autoware.it.